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No. 1 Vol. XV

JANUARY, 1933

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Other Make No. 1.
Right-hand point longer and narrower than left. Tips not symmetrically ground. Note sharp inner point on each tip which rasps against the paper.



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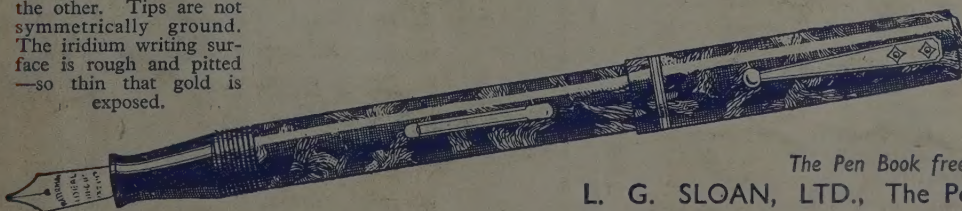
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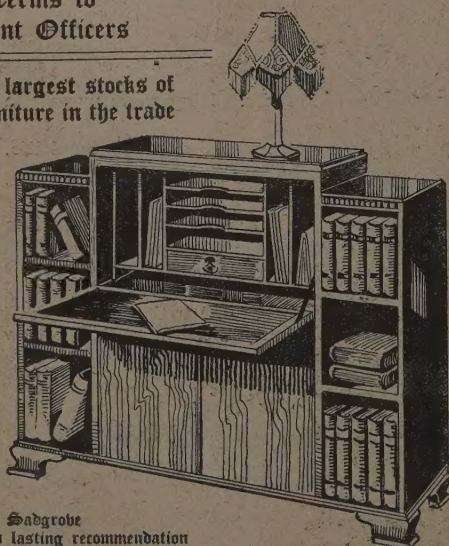
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Local Government Service

No. 1

JANUARY, 1933

Vol. XV

BUILDING FOR THE FUTURE

EDUCATIONAL REQUIREMENTS IN THE LOCAL GOVERNMENT SERVICE

BY C. J. NEWMAN, TOWN CLERK, EXETER

Chairman, South-Western District Committee, N.A.L.G.O.

THIS is the age of specialists in all walks of life, bred of the super-efficiency demanded by an ever-increasing keenness of competition in commerce and industry. Local government administration has always been a specialised work in some degree, and the vast extension of its scope in recent years with the concurrent reflection of the increasing efficiency of the business world has enhanced enormously the necessity of specialisation.

The demands on the intellectual ability and the mental agility of the local government officer of to-day and twenty years ago are incomparable.

Problems of national and local administration are increasingly complex, and both demand the best brains obtainable for their satisfactory solution. Our Civil Service is the envy of the civilised world; our Local Government Service should hold no less a place, equally necessary is it for the national well being.

N.A.L.G.O. and Efficiency

N.A.L.G.O. has recognised this and by its educational programme has given an inspired lead not only to its own members but to the local authorities themselves. One would venture to say that nothing has done more to give the organisation the proud place it holds in the national and local government world than its avowed object of improving the efficiency of the local government officer and thereby inevitably improving the efficiency of the local government of this country. Surely an object truly worthy of our great Association—to build a better local government service?

Builders require sound foundations. Our foundations are the entrants into the service who must be of the right quality of character and ability. Character is a primary necessity, but we are only here concerned with ability, of which the only means we have of judging is by modern educational standards. Admittedly, examinations and certificates are imperfect tests of ability, but until science evolves a practicable alternative we must abide by them.

What educational requirements should we ask of the entrant into the service? My emphatic answer would be a School-leaving or similar certificate after a secondary school education, and prefer-



MR. C. J. NEWMAN

Mr. Newman, Town Clerk, Exeter, Chairman, South Western District Committee, has for many years given whole-hearted support to the work of N.A.L.G.O. in the districts. "Our Civil Service is the envy of the World; our Local Government Service should hold no less a place . . ." he says in his message to the young entrant to the service.

ably such an education gained by scholarship examination from an elementary school.

Reward of Ability

One is aware of the objection to the exclusion of the elementary scholar and the underlying imputation of "snobbishness" in asking for a secondary school education which is not open to all. That objection is more apparent than real in these days, when secondary education is so readily available to all who can really profit by it intellectually.

The most intelligent elementary scholar

wins in open competition a scholarship or free place at a secondary school. From the point of view of ability, here is our embryo local government officer. Two or three years follow at a secondary school—from the age of 14 to 16 or 17, and these, it is suggested, are the vital years so far as the training of the mind is concerned. It is not so much the academical knowledge gained that is important—much of that may be completely useless in after life—but mental training, the habit of ordered thinking, the development of careful reasoning, the thirst for further knowledge, are of inestimable value in teaching the young mind the mental processes that are required to function throughout life.

To continue to learn is the very quintessence of mental progress and a vital necessity for the local government officer and for the local government service. That is the supreme value of secondary education, and that is why it is claimed as the educational requirement of the modern local government officer.

The Desire to Study

It is true of human nature to say that we value little that which we *must* have. Elementary education is compulsory, and how much value does the average school-boy place on it? Secondary education is voluntary, and to *seek* it implies at once the wish to learn more, the desire to study further. That is the frame of mind our service requires. We must test the entrant in some way, as to ensure he or she has not been wasting the vital years, again by the best means we have available—the School-leaving or other similar certificate.

In the larger centres and wherever there are more applicants than posts it would be possible, and it is suggested advisable, to hold an entry examination as in the Civil Service and appoint on the results, subject always to satisfactory references as to character and personality. Such a test would help still further to secure the best brains and to eliminate influence and favouritism

(Continued on following page column 3)

NATIONAL EXECUTIVE COUNCIL

MANAGEMENT OF THE BENEVOLENT FUND: SUCCESS OF THE BUILDING SOCIETY

At the recent meeting of the National Executive Council, the following reports were submitted in addition to those mentioned in the December issue

BENEVOLENT AND ORPHAN FUND

THE Benevolent and Orphan Fund Management Committee reported that consideration had been given to a request from a branch to arrange a scheme whereby members could subscribe to a fund, and in the event of the member having to undergo an operation, the expenses could be met out of such a fund. It was decided to suggest that the branch concerned should endeavour to make arrangements for a local scheme, similar to one in force at Oldham, which, it was understood, was working very satisfactorily.

Consideration was also given to a proposal for the alteration of the existing constitution of the Management Committee, and for the transfer of the Committee's functions to a Committee composed entirely of members of the National Executive Council. It was the unanimous recommendation of the Management Committee that, in the best interests of the Fund, it was inadvisable that any alteration should be made in the present constitution of the Committee.

Information in regard to the present price offered for the sale of tin foil was submitted, it being decided to ask branches to arrange for all consignments of at least 4 cwt. to be despatched to London for immediate sale. The report, submitted by Mr. M. O. McAuliffe, was adopted.

PROVIDENT SOCIETY

ON behalf of the Committee of Management of the Provident Society, Mr. W. W. Armitage reported that consideration had been given to the proposed alterations of Rules 22 and 23 which were submitted to the Annual General Meeting, 1932, and referred back to the Committee for further consideration, and that revised amendments would be submitted at the next Annual General Meeting.

LOGOMIA

THE report of the Logomia Board of Management was submitted by Mr. Coster. Among the matters dealt with by the Board was an application by a branch for a group scheme of insurance covering hospital benefits. Having regard to the facilities offered by the British Provident Association for hospital and nursing home benefits, and to the arrangements which branches were able to make with local nursing homes, the Board, it was stated, were not prepared to undertake this class of insurance.

A statement of the progress made by the life and fire departments during the

current year revealed that 682 life policies to the value of £173,789 and 909 fire and householders' comprehensive insurance policies to the value of £445,228 had been issued during the ten months ending October 31.

APPROVED SOCIETY

IT was reported by the Committee of Management of the Approved Society, that Miss M. L. Bridges, who was a State registered nurse, and had previously been Matron of the Sheffield Education Committee Open-Air School, had been appointed as Matron of Nalگو House, Matlock. She commenced duty on August 1, 1932. It was further reported that after careful consideration of all the circumstances, it had been decided to adhere to the existing practice in regard to fixing the time and place of the Annual General Meeting of the Society.

NALGO BUILDING SOCIETY

THE Building Society Committee of Management received a report on the exceptional progress made since the Society commenced to function on August 13. Between that date and October 14 over 1,000 members had been enrolled for paid-up and partly-paid shares, and advances totalling over £61,000 had been authorised by the Sub-Committee, and placed in the hands of the solicitors for completion.

A recommendation of the Sub-Committee that provision should be made in the mortgage deed for $\frac{1}{2}$ per cent. increase in the rate of interest to be charged should a borrower cease to remain in occupation of a property was approved, together with a suggestion that the mortgage deed should also provide for a penalty of 20s. per annum to be payable by a borrower who ceases to be a member of N.A.L.G.O. although eligible to continue such membership.

MITCHAM SOCIAL EFFORT

The Mitcham Branch are holding a dance in aid of the Benevolent and Orphan Fund at the new Baths Hall, Mitcham, on Friday, January 13, 1933.

Tickets are 2s. 6d. each. A cabaret show has been provided.

CHANGE OF ADDRESS

The new address of Mr. J. B. Swinden, Divisional Organising Secretary for the North-eastern and Yorkshire Districts, is 12 East Parade, Leeds.

MOVEMENTS OF MEMBERS

Branch Secretaries should promptly acquaint the Divisional Organising Secretary for their area (on the printed postcards provided for the purpose) with particulars of all members who leave to take up positions elsewhere in the Service.

BUILDING FOR THE FUTURE

(Continued from preceding page)

which have held too much sway in the past. In such a test I would make two of the chief features general knowledge and précis-writing, and especially the latter. Many may ask why "précis-writing?" and I would answer that to summarise accurately is a most comprehensive test of that mental ability which is the daily requirement of every local government officer. The ability to express simply, clearly and concisely the essential points, and only the essential points, of any message, conversation, discussion, meeting or conference. Such ability is a fundamental necessity for every local government officer and it requires mental training, yet how few have made any conscious study of it. Précis-writing is a recognised feature of Civil Service examinations, and should receive equal recognition in local government service examinations.

Such would be our sound foundations on which we can begin the building of the efficient local government officer of the future. The building is but begun, for it is the acquisition of further knowledge day by day, the brick laid upon brick, that results in the complete edifice, and not simply the practical knowledge gained from daily routine. Time was when that would suffice, but not so to-day. Promotion means that an officer is not only to be fit to do his or her own job, but to fit himself or herself to do the next highest job and be ready to fill vacant shoes.

N.A.L.G.O. Examinations

For the few there are definite avenues of advancement through the medium of the appropriate professional and technical examinations, but for the majority there was no avenue of intellectual advancement until N.A.L.G.O. created its examinations and diplomas. This was a substantial achievement, for it gave at once to the ordinary clerical administrative work of the service the chance of obtaining a definite professional status with the ultimate corollary of commensurate remuneration. Already there has been response from the local authorities, and the response will grow only in proportion as the service uses its opportunities.

I would repeat that our service demands to-day expert specialisation in common with the business world, and the local authorities will insist, and rightly insist, on obtaining it in ever-increasing measure. The juniors of to-day will be ill-advised in their own interests if they heed not the trend of the times and neglect the opportunities that are given them to fit themselves to the fullest for the demands that will be made upon them. In their hands lies the future of our profession of local government service, and they and all of us should remember that it is a worthy profession and one that calls upon all of us for the very best we have in us.

COMMITTEE ON LOCAL EXPENDITURE

SUMMARY OF IMPORTANT CONCLUSIONS

THE Report of the Committee on Local Expenditure (England and Wales) and that of a similar committee which has investigated local expenditure in Scotland—the former has been laid before the Chancellor of the Exchequer and the latter before the Secretary of State for Scotland—are in the hands of the public.

The recommendations on administrative functions generally are not particularly drastic and hardly go outside the scope of the economy measures which have already been and are still being taken by local authorities.

No action has yet been decided upon by the Government Departments, and local authorities should not, we feel, put an interpretation upon the salary recommendations before receiving a circular from the appropriate Government Departments.

For the convenience of our readers, we have summarised the most important observations which these reports contain. The paragraphs in heavier type represent the recommendation as it appears in the summary of recommendations and conclusions which are to be found at the end of the Reports. We deal with the Committee for England and Wales first.

In dealing with the position of the school attendance officer (Chapter II, Education 7, General paragraph 58) the Committee recognises the fact that the attitude of parents and children towards school attendance has completely altered. Most parents are sufficiently impressed with the value of education to see that their children attend school regularly. " . . . As a result, the work of school attendance officers has been very considerably lightened, as is indicated by the continuous fall in the number of prosecutions for non-compliance with attendance bye-laws. . . . Authorities have, in many cases, recognised this fact by reducing school attendance staffs, but we think that the reduction might be carried further, particularly as there is normally no need for children over eleven years to be subject to the ordinary machinery of the attendance office. . . . Even after making all allowances, we consider that school attendance staffs could be reduced by about 400 officers over the country as a whole. If all vacancies occurring in the next year were left unfilled (with perhaps a few essential exceptions) a reduction of about eighty officers would be obtained by the end of the year, representing an annual saving of about £16,000; while if the suspension of recruitment were continued for five years, the saving in salaries would amount to approximately £80,000 per annum."

School attendance officers.—School attendance staffs could be reduced by about 400 officers over the country as a whole (paragraph 58).

On the important question of Public Assistance (Chapter VI, 4, Out Relief, paragraph 228, iii), the Committee " . . . emphasize the economies obtained by the provision of an adequate staff to secure full inquiry into the circumstances of every applicant for relief, and the waste and demoralisation which arise from inadequate investigation. Proper investigation ought to include home visiting and the verification of wages of all members of an applicant's household. . . . We consider also that full records on case papers are essential,

that cross visitors should be attached to the council's head office and not to local offices, and that where pay clerks are not employed receipts for relief should be furnished by the recipients.

(b) (i) An adequate investigation staff is essential for the economical administration of out-relief.

Chapter VII covers the very important field of general organisation and financial administration and Section I (Salaries and Wages), paragraph 232, gives the total gross expenditure of local authorities for the year 1929-30 as £311,761,000. "After allowing for income from fees, rents, repayments, etc., the expenditure falling on rates and grants was £262,352,000. Their employees, administrative, professional, technical, clerical and manual number hundreds of thousands. Where the measure of expenditure and employment is so great, there is clear need for close and continuous scrutiny of the administrative arrangements and organisation. . . . Much has been done by local authorities within the last few years to modernise their administrative procedure and to obtain increased efficiency, but much still remains to be done. . . .

(1) Cost of Salaries and Wages

"The largest item in the revenue expenditure of local authorities is the cost of salaries and wages. We found that there was no general statistics available . . . as a result of our calculations we estimate that the total cost of the salaries and wages of all officers and servants of all local authorities (including teachers, police and manual workers, but excluding employees engaged in the trading undertakings) was in the year 1930-31 approximately £122,000,000, or 40 per cent. of the gross revenue expenditure on rate fund services.

"In the year in question teachers' salaries cost approximately £50,000,000 and the salaries and pay of police rather more than £14,000,000*. This leaves a balance of some £58,000,000 as the cost of the salaries and wages of other local government officers and servants."

"The remuneration of the other officers and servants of local authorities (paragraph 236) is not regulated on any national basis, but generally speaking is determined by the individual authority who employ them. The rate of remuneration varies within the widest limits from the manual worker on a low weekly wage to the very highly paid officer, and within these limits there are further variations in the level of remuneration as between one authority and another."

"* Since the war (paragraph 237) successive governments have year by year materially added to the duties of local authorities who have increased their staffs to cope with the additional work. We recognise that additions to staff and increase in salaries and wages were inevitable, but after all consideration we are of opinion that a substantial reduction can and should be made in the total cost of the administrative charges of local authorities.

"Every local authority should review the whole of its work and of its staff and consider whether it is justified in maintaining its present number of employees and whether the services performed justify the salaries and wages paid. . . . Much of the special work undertaken by local authorities in recent years has been completed, while much has been curtailed or abandoned, and we are satisfied that many instances will be found where the staff is in

excess of present requirements and should be reduced. In certain cases this could be done by allowing posts to lapse on vacancies occurring. In many instances salaries, more particularly of the highly paid officers, should, we think, be reviewed in the light of present day conditions, and, in view of the character of some of the scales of salary that are in force, there might be a considerable lengthening of the incremental period. The wages of the manual workers should likewise be reviewed in the light of present conditions and the wages paid by the best class of employers whose workmen are engaged on comparable work.

"A number of local authorities have already made deductions from the salaries of their employees in pursuance of the suggestion contained in the Minister of Health's circular letter of September 11, 1931. . . . we consider that so far as the wide differences in bases of payment admit, all authorities should endeavour to make these reductions on a comparable basis, allowance being made for areas in which the normal increases to meet post war costs have not been paid, or where normal increments have been withheld.

"Including savings so made we consider that in total the salaries and wages bill of Local Authorities (excluding Teachers' and Police pay) could be reduced by approximately five million pounds below the figures for the year 1930-31.

A substantial reduction can and should be made in the total cost of the administrative charges of Local Authorities (paragraph 237).

Every Local Authority should review the whole of its work and staff.

(a) Many instances will be found where the staff is in excess of present requirements and should be reduced.

(b) In many instances salaries, more particularly of the highly paid officers, should be reviewed in the light of present day conditions. Some incremental scales might be considerably lengthened.

(c) The wages of manual workers should likewise be reviewed in the light of present conditions and the wages paid by the best class of employers to workmen on comparable work.

Including savings made as a result of action already taken by Local Authorities the salaries and wages bill of Local Authorities (exclusive of teachers and police) could be reduced by approximately five million pounds below the figures for the year 1930-31 (paragraph 237).

(2) Compensation—Addition of Years

Of interest also, is the reference (paragraph 238) to compensation for loss of office. " . . . It may be noted that under the Local Government and Other Officers Superannuation Act, 1922, an officer who loses office, apart from any statutory intervention, by reason of a reduction of staff, or the abolition of his office or on similar grounds does not get the benefit of any similar addition (added years), and if he has not become entitled to a superannuation allowance receives only the amount of the contributions paid by him with the accrued interest. We consider that the existing law requires amendment so as to permit of discretion being used in deciding whether and if so what number of years should be added in determining compensation.

Compensation—Addition of years.—The existing law requires amendment so as to permit of discretion being used in deciding whether and if so what number of years should be added in determining compensation (paragraph 238).

Of the salaries paid to Registrars of Births, Deaths and Marriages (Chapter IX, Miscellaneous 2, General (7), paragraph 275), the Committee say: " . . . We consider that the scale of salaries prescribed for these officers by the Registrar General is unreasonably high in relation to those paid to local government

* In addition £10,000,000 was paid in teachers' and police pensions which are on a contributory basis. The amount paid in pensions (also contributory) to the rest of the Local Government Service is not available.

** Reservation to Chapter VII, Paragraph 237—made by five of the fourteen members of the committee:

"We are of the opinion that the field for economy to produce the sum of five million pounds on the figures of 1931 should include administrative charges and cannot reasonably be expected to be produced from wages and salaries alone."

officers generally and that the establishment of uniform scales of pay for them is open to objection. The Registrars are in an anomalous position since, though the local authorities are responsible for their appointment and remuneration, they work under and for the Registrar-General. However that may be, so long as they are appointed and paid by the local authorities we think it only reasonable that the local authorities should have discretion in fixing their remuneration."

Local Authorities should have discretion in fixing the remuneration of these officers. The salary scales prescribed by the Registrar-General are unreasonably high (paragraph 275).

SCOTLAND

CHAPTER II. Education Administration.

Turning to the Scottish Report, prominence is given to the question of Education. In Chapter II, the Scottish Committee states: "The rise (paragraph 56) in the cost of administration of education between 1914 (£154,019) and 1919 (£218,037) was £64,018, an increase of more than 41 per cent.; the rise between 1919 and 1931 (£413,894) was £195,857, an increase of 89.8 per cent. Probably in both intervals the number of officials employed had increased, and helped to swell the figures, but between 1914 and 1919 the cost of living had increased by 115.21 per cent., and between 1919 and 1932 had fallen 33.5 per cent. Pursuing the equation, these figures show that administrative costs in 1919 should have been about £331,500, and that officials were probably underpaid by £113,460 in that year. This has been more than compensated by the subsequent increase which is now £80,000 above the former figure, whereas the equivalent of 50 per cent. above the figure for 1914 would give £231,028.

"The rise (paragraph 57) in teachers' salaries, between the dates of 1919 and 1931, from £3,116,855 to £3,736,793, an increase of 18.3 per cent. was bound to create in the minds of officials other than teachers, and working in close association with educational affairs, a desire for a share of the generosity distributed by the responsible authorities to other branches of the same service. The result has been the creation of a higher standard of domestic life for everyone.

"Reductions recommended for teachers (paragraph 60), should, *mutatis mutandis*, be applied to the administrative staffs. In Chapter VIII, paragraph 307, we deal with the salaries and wages of local authorities' staff insisting on principles that should apply to all local authorities' staffs, viz., that all pay and salaries should be reviewed and that the sacrifice asked for from each should be neither more nor less than the sacrifice made or to be made in departments where the pay or salary is controlled or partly controlled by the State.

"Reductions recommended for teachers should *mutatis mutandis*, be applied to the administrative staffs (paragraph 60)."

Janitors and Attendance Officers and Cleaners

The position of the Janitor and the School attendance officer and cleaners comes under notice in paragraphs 80 and 81. The committee says: "In recent years, attendance at school has improved, and unwillingness to go to school is the exception rather than the rule . . . it has been the experience of a county authority where attendance officers have been dispensed with that the warning from the School Management Clerk has been thoroughly efficacious. Subject to the special circumstances of each case, attendance officers might be gradually dispensed with."

Paragraph 15—Page 42.

"Subject to the special circumstances of each case, attendance officers might be gradually dispensed with." (Paragraphs 80-81.)

The committee's view on the importance of investigation and supervision in public assistance administration agrees with that of its English counterpart, but special emphasis is

made of "regular supervision" in order that any change of circumstances affecting their (the recipients') income should be ascertained immediately. "Accordingly it is necessary that the staffs of public assistance authorities in these areas should be adequate for such investigation and supervision, and we are of opinion that any undue limitation or reduction of the staffs engaged in these duties would not be an economy. . . ."

Paragraph 220(6)—page 94.

"That in populous areas, the staffs of public assistance authorities should be adequate to enable full investigation to be made into the circumstances of applicants and to exercise regular supervision." (Paragraph 207.)

Periodical surveys of public health services, the committee urges, are essential in order that local authorities may be stimulated to effect economies where possible. "On our consideration of the public health service we recommend an independent inquiry on the whole subject from every standpoint—health, social, administrative and financial."

Paragraph 260—page 107.

Two recommendations arise from our consideration of the public health service: (1) That the Department of Health should periodically, say, every three or five years, make a survey of the various hospitals in Scotland from the medical, financial, and administrative standpoints and supply to the local authorities the results of their investigation in order that local authorities may be stimulated to effect economies where possible. (Paragraph 248.) (2) That an independent inquiry into the whole subject of public health from every standpoint—health, social, administrative, and financial—be at once instituted.

The committee's conclusions on the question of salaries of municipal employees are arrived at after study of the number, pay and conditions of service of such employees. They state: "The number of wage-earners whose wages are chargeable to rates was, in 1913-14, 21,235, and had increased in the year 1931-32 to 74,044. The wage-earners whose wages are

chargeable to revenue-producing undertakings in 1913-14 was 14,504 and increased in 1931-32 to 23,954. The total wage-earners in 1913-14 was thus 35,739, rising to 97,998 in 1931-32, but it will be observed that the bulk of the cost of the increase in the employment was chargeable against rates." (See table below).

The returns from local authorities show very different conditions of service. (1) All the cities, some of the larger burghs, and a few counties have full pension schemes; (2) Some local authorities fixed their scale of salaries at the time when the cost of living was at its highest. In many cases, but not in all, these salaries were reviewed in 1929 at the time of the Local Government Act, when the cost of living had already fallen; (3) Reductions in salaries were carried out by the majority of local authorities in 1931-32, sometimes on a sliding scale and sometimes by a fixed percentage deduction.

307.—The committee are of opinion that having regard to the above figures there is need, in fairness to the ratepayers, for a full consideration of the salaries and wages position and they recommend, therefore, that all pay and salaries should be reviewed, and that the sacrifice asked for from each should be neither more nor less than the sacrifice made or to be made in departments where the salary or pay is controlled or partly controlled by the State. That in considering any reduction or increase in pay, regard in all cases should be had to: (a) Whether the service is pensionable or not. (b) Whether the salary was fixed in the "peak period" or in 1929-30. (c) What reductions were made in 1929-31. (d) How the pay or salary compares with that given in corresponding grades in industry.

Paragraph 309 (14)—page 122.

Salaries and wages. Full consideration of position. (Paragraph 307.)

Appendix I is a statement on the subject of the cost of living as measured by the Ministry of Labour index figures and contains a useful table showing the average yearly cost-of-living figure together with the value (based on such figure) for £100, £10, and £1 for the years 1915-32:

COST OF SALARIES AND WAGES						
	1913-14	1920-21	1922-23	1929-30	1930-31	1931-32
	£	£	£	£	£	£
(a) Rates or Grants	1,970,042	7,187,939	9,713,754	8,326,145	13,701,939	12,683,805
(b) Revenue Producing Undertakings	1,217,530	4,488,178	1,485,974	3,989,715	3,988,570	4,066,404
Total	3,187,572	11,676,017	11,199,728	12,224,901	17,690,509	16,750,209

WHAT THEY THINK

More kicks than ha'pence seem to come the way of the local government officer, but occasionally he receives a meed of praise. Here are one or two appreciative remarks noted recently:

Mayor of Ashton-under-Lyne:

"I realise that the officials of Corporations are not only the guardians, but the custodians of everything that represents the corporate body. I would be one of the last persons in the world to trespass on the earnings of officials. I consider it one of the last things that should be done in the interest of economy. It is wrong economy to touch the earnings of either staff or workmen. There are many other ways of economising in a true and real sense."

Lord Mayor of Leicester, Councillor A. H. Hawkes:

"... the citizens of Leicester should be proud of the staff which carried on the arduous duties connected with health and the general administration of public affairs. They are conscientious officers who take a great interest in their work. Whether in public or in private business, my experience has proved that the cheap man is no good to me.

"I think it a great mistake in a crisis first of all to reduce the wages of those in their employ."

Chairman of Finance Committee, Croydon:

"It has never been my privilege to enter into negotiations with a body of men for whom one was bound to have a higher respect than those before us when we received the deputation."

Halifax and District Branch

The annual meeting of this Branch was held on Monday, December 5, and was preceded by dinner, presided over by the president, Mr. H. A. Sneezum. The President of the National Association, Mr. F. Marsden, the Mayor, Councillor William Crabtree, and the Chairman of the Sowerby U.D.C., honoured the Branch by their presence.

Mr. H. Crossley, the Treasurer and Accountant of the Sowerby U.D.C., was elected president of the Branch. Mr. W. Maud was appointed honorary treasurer in place of Mr. Charles Carlton, who resigned after holding the office for the past eight years consequent upon increase of official duties. Mr. E. Moore was unanimously re-elected honorary secretary, a position he has held for many years.

BEWARE THE ECONOMANIAC!

A CASE AGAINST SALARY REDUCTIONS

By Alderman E. C. Rowlinson, Sheffield

ECONOMANIA is a terrible disease, affecting some people at uncertain intervals and others continuously. Any form of mania is perforce illogical and unreasoning. A maniac will turn against those to whom the greatest affection is due; those who have given the widest service form the object of the greatest dislike.

Economaniacs of recent times have suffered badly this way. The teachers and now the local government officers have come under their review in a way which indicates complete ignorance of the gratitude which is due to our public servants. It is the proud boast of Britain that we have the finest and cleanest local government service in the world, a claim which is admitted the world over.

Salaries in Local Government Service

The Ray Committee Report suggests a further review of the salaries and wages of the public servants. While there may be individual instances where salaries are unduly high, that surely is a matter for the attention of the authority concerned, and is no ground for a recommendation to a general salary cut.

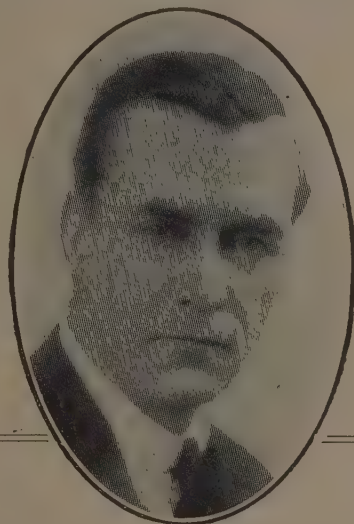
During the discussions, the memorandum put in by N.A.L.G.O. rendered a very great service to the Committee and local government officers. The memorandum clarified the position a good deal, and the comprehensive statement and tables effectively showed how mistaken is the idea that, as a class, the local government officers are overpaid.

Fair Wages Basis

The comparison with the Civil Service scale, for like type of service, disclosed the fact that the local government officers' remuneration is less than that of the Civil Service. It did something more. It put into the witness box on behalf of the local government officers, the report of the May Committee, which examined Civil Service wages and conditions and gave eloquent testimony as to the unfairness of further interference with the Civil Service salaries by saying: "We do not feel justified in recommending any reduction on the ground that the average pay of the Civil Service is unduly high compared with what may be termed 'a fair wages basis.' " If the remuneration for comparable services is lower for local government officers than for the Civil Service, and the Civil Service is on a fair wage basis, then obviously the local government officers are below that standard, was the suggestion of N.A.L.G.O. A good point to the case.

It must be remembered that throughout the country local government officers have

made voluntary temporary reductions from their salaries towards the financial difficulty. There is a growing number of people who believe that this "crisis" is being kept alive and exaggerated as an excuse to do things, nationally and locally, which public opinion would not tolerate



ALD. E. C. ROWLINSON.

Ald. Rowlinson is a member of the Sheffield City Council in Labour's interests, and was appointed a member of Committee on Local Government Expenditure for England and Wales. He was one of the signatories of the minority report on the question of salaries.

under ordinary conditions. There is an ever-increasing volume of opinion that it is false economy to continue to reduce the earning, and therefore the spending, capacity of the people, thereby reducing the already slack trade throughout the country. The "home" trade has been dealt severe blows with every reduction in salaries and wages since the war.

I had an opportunity of perusing the statement in connection with the officers in Sheffield who in October, 1931 volunteered a reduction, and although familiar in general terms with the remuneration of our officers, I was surprised to find that 54 per cent. of the staff were in receipt of £200 per annum and under and less than 4 per cent. were over £500 per annum.

The Minority View

In view of the volume of evidence available, some of us felt that we must disassociate ourselves from the recommendation of the majority of the Committee. A recommendation from that Committee might not affect the type of authority (whatever its political com-

plexion) that was conversant with the quality and quantity of the work executed by its officers and was anxious to maintain the credit of that public authority, but in my view, it would constitute an invitation for further reductions in some of the districts where the present remuneration reflects no credit upon those who are responsible for the scales of payment in operation.

Preserving a Proud Record

In some countries the direct remuneration of the public officer is only a side line of his income. We must see to it that in this country the fine record of our local government administration is kept pure by removing any incentive for anyone to look beyond his legitimate salary for his income. Unfair treatment may be an excuse, not a reason, for the beginnings of improprieties in our service. True economy is to pay good wages and salaries running parallel with the instant purging from the service of any who defile the proud record of public service by actions of an improper character.

It will be a sad day for Britain when the present cleanliness of the local government service goes by the board. The tradition and attitude of the public servant at the moment is entirely against it, and good salaries and wages should be the honourable sequence and reward for good service. This is undoubtedly the finest insurance for the continuation of our fine standard of public service and the real economy in our administration; preventing, in our midst, those things which are a reflection upon the administration in certain towns in America and elsewhere. Economy does not lie that way, but gross waste, public disquiet and civic shame.

THE SCOTTISH REPORT

ON the whole, writes the Divisional Organising Secretary for Scotland, our members should be pleased with the paragraphs of the Scottish Committee on Local Expenditure affecting their own financial interests. True, the Committee suggests a revision of salaries, but at the same time it is made clear that such revision may result in increases as well as decreases. Regard is to be had in all cases to (a) Whether the service is pensionable or not; (b) Whether the salary was fixed in the "peak period" or in 1929-30; (c) What reductions were made in 1930-31; and (d) How the pay or salary compares with that given in corresponding grades in industry.

A good deal will depend on the interpretation of these points. What, for instance, is meant by "corresponding grades in industry"? On any fair interpretation many of our members should come out on top. Our members may rest assured that here, as in London, we are keeping in close touch with every movement. Our Scottish Emergency Committee has already had the Report under consideration.

SUPERANNUATION QUERIES

By the Legal Secretary

Contributing Service of a Transferred Officer: Modification of the Act of 1922

FOR ten years G.H. held the office of Sanitary Inspector under the X Corporation. At the expiration of that period he left the service of the Corporation and obtained the appointment of Collector to the X Guardians, in which he was subject to the provisions of the Poor Law Officers' Superannuation Act, 1896. In the latter office he was, by the Local Government Act, 1929, on April 1, 1930, transferred back to the service of the X Corporation. On his transfer he did not elect to remain subject to the provisions of the Superannuation Act of 1896, and, consequently, he became subject to the provisions of the Local Government and Other Officers' Superannuation Act, 1922, as applied to transferred officers by Section 124 (2) of the Act of 1929. After his transfer the X Corporation passed a resolution designating his appointment as Collector as an established post for the purposes of the Act of 1922. On attaining superannuable age or condition, is G.H. on retirement entitled to have his ten years' service as Sanitary Inspector under the X Corporation taken into account for the purpose of the assessment of his superannuation?

* * *

No. One of the modifications of the Act of 1922 as applied to transferred officers by Section 124 (2) (a) of the Act of 1929 provides that for the purposes of the Act of 1922 any service which would have been treated as service for the purposes of the Act of 1896 shall be treated as contributing service. As G.H.'s service as Sanitary Inspector to the X Corporation for ten years prior to his obtaining the appointment under the X Guardians would not have been taken into account for the purposes of the Act of 1896 it cannot now be taken into account for the purposes of the Act of 1922 as applied to transferred officers. It was not necessary to designate the post of Collector as an established post after G.H. had been transferred to the Corporation, and the post should not have been so designated. If the post could have been properly designated, then, having regard to the definition of "non-contributing service" in Section 3 of the Act of 1922, i.e. "Service rendered to any local authority before the appointed day by an officer or servant occupying, on the appointed day, a post designated as an established post," all G.H.'s previous service both under the Guardians and the Corporation would have to be treated as non-contributing service.

Designated Post of Female Officer: Resignation "On Marriage": Repayment of Contributions with or without Interest

A LOCAL Authority who have adopted the Local Government and Other Officers' Superannuation Act, 1922, have in force a regulation requiring that female officers in the employ of the Authority shall retire on marriage. One of the female officers who holds a post designated as an established post for the purposes of the Act recently gave notice to relinquish her employment as she was intending to get married. She claims the return of her superannuation contributions plus compound interest. She was not married at the date when her resignation took effect. Section 10 of the Act provides that "An officer or servant who has not become entitled to a superannuation allowance and . . . is required to retire on marriage" shall be entitled to the return of all her superannuation contributions plus compound interest at the rate of 3 per cent. In order to qualify for the compound interest, must the officer be married at the date resignation operates, or will it be sufficient compliance with the section if the officer resigns with the intention of getting married?

* * *

Although the point is not free from doubt it would appear that on a strict interpretation of the provisions of Section 10 the female officer is not entitled to the compound interest unless at the date of her retirement she is already married, but Parliament must surely have intended that where there is a regulation in force requiring a female officer to retire "on marriage" and such an officer resigns because she is about to be married, she should have the compound interest. As a practical way of getting over this difficulty it is suggested that in any case where the female officer resigns because of her approaching marriage her superannuation contributions and the compound interest thereon should not be paid to her until after the marriage has actually taken place. If, however, the marriage does not take place within six months of the date of retirement it is suggested that at the expiration of that period the contributions should be paid without interest, thus treating the case as one of voluntary resignation. It might be argued that the contributions could be paid without interest at the date of retirement, leaving the interest to be paid if and when the marriage takes place, but the objection to such a course would be that if something intervenes to prevent the marriage taking place and the officer subsequently within six months of the date of retirement were

to obtain a designated post under another authority who have adopted the Act of 1922 the first authority might be required to pay a transfer value in respect of the officer, although they had already paid to her a sum equal to the amount of her superannuation contributions.

Return of Contributions: Deduction in respect of Income Tax

E F. was a transferred officer under the Local Government Act, 1929, and after transfer elected to remain subject to the provisions of the Poor Law Officers' Superannuation Act, 1896. In April of this year the County Council to whom he was transferred terminated his appointment and granted him a compensation allowance under the Act of 1929. He claimed the return of his superannuation contributions and has been informed that they will be paid to him subject to a deduction in respect of income tax. Is this correct, and, if so, what amount of tax should be deducted?

* * *

Section 31 of the Finance Act, 1922, provides that where any superannuation contributions are to be repaid to any individual under the authority of any public general Act of Parliament, the person by or through whom the sums are to be repaid shall deduct from those sums an amount equal to the total amount of income tax which would have been paid in respect of those sums if they had not been allowed as deductions under the authority of the previous part of that section. That being so, the County Council have no option but to deduct the income tax from the amount of the superannuation contributions to be refunded in this case.

INSTITUTE OF PUBLIC ADMINISTRATION

The Imperial Institute and the Empire Marketing Board are showing some special films to the members of the Institute of Public Administration at the cinema theatre in the Imperial Institute on Saturday, January 14, at 2.30 p.m. These films are of a particularly interesting character and very fine examples of the art of the cinema. They include "Our Herring Industry," "South African Fruit," "The New Generation," "Seaports," and "Pasture Research."

Members of N.A.L.G.O. desiring to be present should apply as early as possible to the Secretary, Institute of Public Administration, Palace Chambers, Bridge Street, S.W.1, giving the number of persons for whom cards of invitation are desired.

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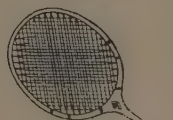
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READERS NOTES

By JONAS PRAPS

H. E. BATES has, in *The Fallow Land* (Cape 7s. 6d.), written a book which is relentless in the development of its theme. While it is a story of the people of a small English farm from the 1880's to the present day, it is in reality much more than that. The main theme is the conquest of the land by a woman and her final defeat. If it doesn't sound hopeful or enticing the book is interesting and good and the characterisation excellent; moreover, it has a story to tell.

* * *

Yet another farm story is *Cold Comfort Farm* by S. Gibbons (Longmans 7s. 6d.). Left orphaned, a society girl writes to relations she has never seen asking them to give her a home in return for £100 a year. Much against the advice of her friends she chooses the offer of relations at "Cold Comfort Farm"—situate in a very inaccessible part of Sussex. She arrives to find aunts, uncles, cousins and everybody ruled with a rod of iron by her half-mad great-aunt. The girl sets about reforming the place, securing to each member of the family his or her suited sphere, commencing with the uncle with a flare for preaching hell-fire doctrines. The treatment is much lighter than that of *The Fallow Land*, the characters less deeply etched, the theme more whimsical but the book has many surprises and is not by any means devoid of humour.

* * *

The *Tiger Man* (Gollancz 10s. 6d.) appeared in *Green Hell*, a book recommended some time ago in these notes: here Julian Duguid tells the experiences of Sacha Siemel, the "tiger man," in the forests of Brazil, chiefly with his brother, a faithful Brazilian follower, and two favourite dogs as companions. The hunting scenes by night are wonderful experiences. This is a pure wander book, not an organised expedition, and it closes in romantic fashion. Sacha's brother is murdered; he vows revenge; he meets the murderer only to find him in the last stages of consumption, willing to be killed, but leaves him to a lingering living death. Duguid has equalled the thrill of *Green Hell*.

* * *

40 O.B., by H. C. Hoy (Hutchinson 15s.) is an outstanding war book. The author was Secretary to the Director of Naval Intelligence, and was in the closest touch with the secret councils of the "Silent Service." He seems to have settled the vexed question of how the war was won—at least our sea supremacy is put down as the predominating factor. The title of the book is the number of the room at the Admiralty in which he worked. It is an intensely interesting record.

BOOK REVIEWS

THE first issue of *The Political Quarterly* was published in January, 1930. Its function was stated to be the discussion of social and political questions from a progressive, but not from a party point of view. In the comparatively short time which has elapsed since then *The Political Quarterly* has already succeeded in establishing itself as the leading review devoted to political affairs. It makes no attempt at propaganda, but provides an open forum for the expression of all shades of opinion, provided only that those who contribute possess the necessary knowledge, authority, or experience.

The Political Quarterly is one of the few journals in this country which can give adequate space to the serious discussion of the many intricate political problems besetting us. It not only opens its pages to such discussions, but it makes a point of providing its readers with facts of political importance both in special articles and in its "Surveys" which hitherto have from time to time been devoted to such subjects as social statistics, public opinion, foreign books on political subjects, and problems of employment. The publication is, we believe, performing two important functions. It is offering the politician, the expert, the administrator, the teacher, and the student important material which they cannot easily find elsewhere, and at the same time it is providing the ordinary intelligent reader with the means of understanding some of those complex political forces which are moulding their lives.

THE FLORIN BOOKS. Jonathan Cape, 30 Bedford Square, London. 2s. each.

THERE are now over forty volumes in this admirable series and the latest additions show the same high qualities in choosing titles as the first group mentioned in these pages. From "Wuthering Heights" to "Mother India," from "Madame Bovary," to "Babbitt," from "The Informer" to "Strangers May Kiss," are great stretches in subject range, but they and their companions, and those which we feel sure will follow will form a library of distinction. Two shillings is a small price to pay for a book, but these are volumes anyone will possess with pride.

REMINISCENCES OF A HIGHWAY SURVEYOR, 1866-1932. H. T. Chapman. Price 10s. 6d., post free 11s.

MR. CHAPMAN, County Surveyor of Kent, has given us a delightful pen picture, in his "Reminiscences of a Highway Surveyor, 1866-1932," of the rise of an impecunious boy, who commenced his career with only a sense of humour and a generous portion of Yorkshire determination as his assets, to the top of his particular ladder in the local government world.

His book makes light, interesting reading; many of his anecdotes are worth jotting down in a notebook for future use; but, best of all, is the lesson to be drawn from the struggle he made in the "bad old days," when wages were limited and hours unlimited, not only to earn his own living, but to support his nearest relatives and to benefit the ratepayers of five counties by giving them better roads. Lancashire, Derbyshire, Somersetshire, Sussex, and Kent have had the benefit of his services and bear testimony to his work.

The book is well printed, profusely illustrated with both historical and topical photographs and is certainly good value for money. With characteristic generosity, Mr. Chapman has decided to donate the whole of the profits from the sale of his book to the Widows' and Orphans' Fund of the Institute of Municipal and County Engineers, of which he is an ex-member of the Management Committee. Copies may be obtained on application to the general secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, and it is sincerely hoped that members will purchase their copies as early as possible, not only to obtain a book well worth reading, but to pay tribute to the efforts of a man of unique experience in his profession who is anxious to assist a worthy cause. D.J.P.

AFTERTHOUGHT

If you have received a greeting from a friend whom you have overlooked at Christmas, or if you make a practice of heralding the New Year with something which will last until Old Year's Night, you cannot do better than choose from the range of calendars issued by Messrs. Valentine & Sons, Ltd., Dundee.

Pride of place is as usual given to a very fine range of "Daily Tear-off" Calendars, the best being the now world-famous "Canny Tales" Calendar, with an Aberdeen story for every day of the year.

The general range of designs is also worthy of special mention.

Party games at this time of the year are very much in demand, and hostesses who want something really bright, should ask for Valentine's "Ice-breaker" Series. Special attention is directed to the new game, "The Sport of Kings," a 1s. line which is having an enormous sale. This house also publishes a fine range of Jig-Saw Puzzles, at prices ranging from 9d. to 2s. 6d.

Bridge players will be pleased to know that Valentine & Sons have published copies of the new International Rules for Contract Bridge, and these are now included with all the Contract Bridge Scorers.

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NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:

24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities." Telephone: Victoria 8592 (4 lines). Telegrams: Natassoc, Parl, London.

JANUARY NOTICES

- 1933
Jan. 1.—Commencement of the Financial Year of the Association.
" 13 and 14.—Meetings of N.E.C. Committees.
" 26, 27 and 28.—N.A.L.G.O. Examinations.
" 28.—Meeting of National Executive Council.
" 31.—Register of Members closed. Persons not included in register are not entitled (a) to attend Conference; (b) to be nominated as honorary officers for the N.E.C. or Committees (but see Rule 25). Allocation of representation on N.E.C. to be made on membership shown in register.

FOLKESTONE CONFERENCE 1933

Dates to Remember

- Mar. 1.—Return (Form C1) of names and addresses of representatives to Conference to be received at Headquarters by 5 p.m.
Mar. 1.—Nominations for election of N.E.C. to be received at H.Q. by 5 p.m. (Form EL1.)
Mar. 15.—Motions for Conference to be received at Headquarters by 5 p.m.
Mar. 15.—Nominees for Election of N.E.C. may withdraw up to 5 p.m. on this date.
April 1.—Journal will contain Conference Agenda.
April 1.—Report of the N.E.C. to be issued to representatives with Agenda.
April 15.—Amendments to motions in Conference Agenda to be received by Headquarters by 5 p.m.
April 15.—Voting Papers for N.E.C. to be in hands of Branch Secretaries.
April 23.—Voting Papers for N.E.C. to be in hands of members.
May 1.—Voting Papers to be in hands of Secretary of District Committee by this date.
May 1.—Journal will contain amendments to motions in Conference Agenda.
May 2.—Counting of votes for N.E.C. commences in each district.
May 20.—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.
May 20.—Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.
June 3.—Whit Saturday. First day of Conference Proceedings.
June 5.—Whit Monday (Bank Holiday). Second day of Conference Proceedings.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months; July, 43; August, 41; September, 41; October, 43; November, 43; December, 43. The percentage increases in each of the five groups on which the Index Figure is based are as follows:

	OCT.	NOV.	DEC.
Food	25	25	25
Rent	54	55	55
Clothing ..	90	90	90
Fuel and Light	75	75	75
Other Items ..	70	70	70

HEADQUARTERS AND BRANCHES

The following Circulars have been remitted to Branch Honorary Secretaries from Headquarters:—

DECEMBER 2

- Circular No. 83/Gen./1932
Regarding sale of 1933 N.A.L.G.O. Diary.
Circular No. 84/Gen./1932
(a) Enclosing revised copies of prospectuses dealing with courses for Diploma in Public Administration and examinations of Association of Rating and Valuation Officers.
(b) Enclosing illustrated sheet showing articles supplied in N.A.L.G.O. colours.
(c) Regarding the disposal of tin foil.

Circular No. 85/Gen./1932

Stating that fees due in respect of Approved Society work would, in future, be paid to the Branches who were requested annually to appoint the local correspondent and assess the remuneration.

Circular No. 86/Gen./1932

- (a) Regarding the Reports of the Committees on Local Expenditure.
(b) Enclosing Questionnaire about to be issued to local authorities and requesting that influence be used to ensure that a return is completed and returned by each authority.

DECEMBER 14

Circular No. 87/AS/1932 (To Local Correspondents)

- (a) Enclosing contribution cards for the

SALARY DEDUCTIONS

The following table gives the figures at December 7, 1932, in respect of decisions taken by local authorities as to any variation in their officers' salaries:

ENGLAND AND WALES.

Authority	Deductions made by	No. Deductions	No. Information
County Councils	61	1	—
County Boroughs	72	11	—
Metro. Boroughs and City Corporation	8	21	—
Boroughs	115	117	26
U.D.C.'s	234	419	125

Supplementing the information given in the July and subsequent issues of LOCAL GOVERNMENT SERVICE, the following further information in regard to salary deductions has been received: DEDUCTIONS CONTINUED: Cannock, Hampshire, Holland C.C., Middleton, Monmouthshire, Oxford City, Dorset, Carmarthen, Lindsey, Stoke-on-Trent, Mansfield Woodhouse, Middleton, Dundee, Montgomeryshire. MODIFICATION OF SCALE OF DEDUCTIONS: Cornwall C.C., Buckinghamshire, Exeter, Felling, Holborn, Mountain Ash, Penybont, Rhondda.

TERMINATION OF DEDUCTIONS: Whitley and Monkseaton, Lewes, Whitstable, Broadstairs, Easthamstead, Newhaven, Long Eaton, Worthing.

No DEDUCTIONS: Portland, Weymouth B. and R.D.C.

ANNUAL SUMMARY SHEETS

Some of the Summary Sheets in respect of the Branch Year which ended on October 31, 1932, are still outstanding. Branch secretaries or treasurers who have not yet submitted the sheets to Headquarters should do so at the earliest possible moment. The membership figures for 1931-32 are dependent upon the names appearing on the Summary Sheets received, hence every Summary Sheet is required and at once.

SERVICE CONDITIONS

Highly satisfactory results appear to have been obtained on behalf of the members of the Tyne Port Sanitary Authority by the Northumberland County Officers' Branch. As a result of an interview which the D.O.S. had with that Authority, they have had their hours of duty defined, overtime granted in certain cases, temporary reductions in salaries reduced and, in addition, have obtained the advantages of superannuation.

The Lanchester Joint Hospital Board and the Tyne Port Sanitary Authority have adopted the Superannuation Act. South Shields, West Hartlepool and Middlesbrough are the only County Boroughs in the area which are not operating the 1922 Act.

WEST MIDLAND DISTRICT NEW MEMBER ON N.E.C.

Owing to the resignation of Mr. G. C. V. Cant, a casual vacancy was created in the representation of the West Midland District on the National Executive Council. The following candidates were nominated to fill the vacancy: F. H. Harrod, Director of Education, Coventry; V. J. Moore, Director of Education, Walsall; G. A. Stone, Controller and Licence Officer, Worcestershire. In the subsequent election Mr. Stone was the successful candidate.

A DIARY

There is no better diary on the market at the price of 1s. 6d. than the N.A.L.G.O. diary. The 1933 issue is up to the usual high standard of quality, and members who have not yet purchased their copies should see their Branch Secretaries immediately or apply direct to Headquarters.

NALGO HOLIDAY CAMPS

CROYDE BAY (near Ilfracombe)
re-opens at Easter.

CAYTON BAY (near Scarborough).
Grand Opening, 1st July, 1933.

Terms: £2 2s. to £2 7s. 6d. weekly

RE-UNION London, 3rd March, 1933

TICKETS 2/6

1933 period, with Circulars A.S.230 and A.S.230A for distribution.

- (b) Giving latest Approved Society membership figures for N.A.L.G.O. and Poor Law section, for correspondents' use.
(c) Regarding submission of Medical Certificates.
(d) Enclosing copy of Branch Circular No. 85 regarding fees for Approved Society work.
Circular No. 88/BO/1932 (To Local Correspondents)
(a) Giving particulars for past eleven months regarding the Life and Fire Departments.
(b) Regarding Householders' Comprehensive Insurances.
(c) Regarding the taking out of Life Assurance Policies.

HOLIDAY GUIDE

It is not too late for members to notify holiday accommodation which from personal experience can be recommended for inclusion in the Association's Guide. The publication has proved of great value to the members, and will continue to do so if overhauled annually as a result of the information received from members.

Local Government Service

Editorial and Advertisement Offices,
3 and 4 Clement's Inn, Strand, London,
W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

an extravaganza, and a tactical move to secure a more ready acceptance of the Ray proposals.

We must, then, be very alert if we are to avoid a serious crisis in the status of local government. The recommendation which concerns us most closely is contained in Chapter VII and quoted on page 7. Here, the suggestion is made that the total amount paid in salaries and wages of local authorities could be reduced by approximately 5 million pounds below the figures for the year 1930-31.

This is an astounding recommendation, and no one has yet been able to guess why the figure of 5 million pounds was decided upon.

RAY ABSURDITIES

We have not seen the statistics upon which the recommendation is made, but we do know that returns were obtained from a selected but numerically few number of authorities. The Committee has taken the total salaries and wages bill (excluding Trading Undertakings) of the year 1930-31 as a datum line.

We all know that two factors have operated since then; firstly, most local authorities have put into operation economy deductions of salaries, and a considerable number of workmen have had their wage rates adjusted by Joint Industrial Council decisions. Then again, there has been operating a normal progress of development and an increased cost of salaries and wages by such development schemes. A very important item in this connection is represented by the extra expenses of carrying out the Means Test, and in many places the ordinary salary increments have been paid.

With these factors in mind, it is not difficult to see the absurdity of the Ray Committee's recommendations. If the total salaries and wages bill of 1930-31 is to be reduced by 5 million pounds, it means in actual practice that the officers and workmen of local authorities will have to pay out of their own pocket the cost of all the extra assistance which is being paid for by those bodies; it will double their salary deductions, and then leave something more to be deducted in order to make a sum in simple arithmetic come right.

Having suggested a cut of 5 million pounds on an old figure of nearly two years ago, the Committee goes further and wants "economies" by lengthening the incremental periods of existing salary scales. This policy, it is suggested, should also apply to the reduced salaries of teachers.

In this connection we would remind our readers of a comment by Mr. Marshall Jackman, L.C.C., in the *Schoolmaster and Woman Teachers' Chronicle* for December 8 last. "I well remember," Mr. Jackman writes, "in the 'nineties,' that Sir William Ray, then an assistant master, was standing shoulder to shoulder with myself and others in fighting the School Board for London on this very question

of delaying annual increments—a nasty habit of the Board. Has Sir William forgotten those days, or have the fights he then engaged in, resurrected in his mind this salary-saving device, and has he induced his Committee to apply it?"

THE SCOTTISH REPORT

The Scottish Committee has had the decency to suggest that in any revision of local government officers' salaries, regard should be had to how such salary compares in other walks of life. They recommend that all pay and salaries should be reviewed and that the sacrifice asked for from each should be neither more nor less than the sacrifice made, or to be made, in departments where the salary or pay is controlled, or partly controlled, by the State.

In considering any reduction or increase in pay, the Scottish Committee suggest that regard in all cases should be had to (a) whether the service is pensionable or not; (b) whether the salary was fixed in the "peak period" or in 1929-30; (c) what reductions were made in 1930-31; and (d) how the pay or salary compares with that given in corresponding grades in industry.

It may look like a misprint, but we assure our readers that the word *increase* does actually appear in the Scottish Report. Further, the Committee quotes "the average pay of Teachers is £283 and of the Police £250." We have seen returns relating to local government officers' salaries which show that the average is somewhere about £210 per annum.

We refuse to believe that local authorities who do know the value of the work which their officers are performing will permit the standard of living to be reduced to comply with the recommendations of a Committee which are not justified by any comparative data; and which are not supported by facts or figures beyond estimated totals.

(Continued on page 16)

JANUARY

1933

NOTES OF THE MONTH

OUR STATUS IN DANGER

ON July 1 last the Chancellor of the Exchequer, the Rt. Hon. Neville Chamberlain, set up a Committee to consider the whole field of local expenditure, and to make recommendations at the earliest possible date for ensuring reductions in such expenditure. The Chairman of the Committee entrusted to review the expenditure of local authorities in England and Wales was Sir William Ray, J.P., M.P., L.C.C.

A Committee with similar terms of reference applicable to local government in Scotland was at the same time set up by the Secretary of State for Scotland, this Committee being presided over by the Rt. Hon. Lord Lovat, K.T., D.S.O.

The Official Reports of both Committees were made public on the eve of going to press with our last issue, and it was only possible to make the briefest of references to their contents in the December LOCAL GOVERNMENT SERVICE. Elsewhere in this issue we publish a résumé of the Reports, setting out those sections which more closely concern the salaries and wages of local government employees.

The Report of the Unofficial Economy Committee, composed of a number of Members of the House of Commons and presided over by Sir George Rentoul, it will be remembered, sought to achieve a saving of 100 million pounds in local expenditure, but the less ambitious proposals of the Ray Committee, which aim at a saving of 40 million pounds, are far more dangerous. It is just possible that the publication of the Rentoul Report was

To All Readers of
LOCAL
GOVERNMENT
SERVICE
A
Happy & Prosperous
New Year

THROUGH AMERICAN EYES

RECRUITMENT AND TRAINING FOR THE ENGLISH LOCAL GOVERNMENT SERVICE

PUBLISHED in a recent issue of *Public Administrators' Newsletter*, an American organ which, as its name implies, is devoted to the advance of public administration, is an article by Mr. Donald C. Stone, Research Director of the International City Managers' Association, based upon the author's personal observations during a four months' stay in Europe this summer. Mr. Stone was one of the American delegation visiting the International Congress of Local Authorities held here in the early part of this year, and while in this country he made a special study of functions of English local government system, and the position of the officer under such a system.

Contrasting the prevalent tendencies of local government in this country with those on the other side of the Atlantic, particularly in respect of the recruitment and training of local and central government employees, Mr. Stone suggests that we in England are like a doctor who, having correctly diagnosed, will not treat the complaint.

Rule of Thumb Methods

The writer classes English methods of recruitment for the higher positions in local government as "rule of thumb" methods and contrasts them to our Civil Service. The object of the latter is to obtain a highly educated person who has graduated with credit from one of the universities, no matter the subject of pursuit, and then instruct him on the job through practical experience. The examinations given to these recruits are on very broad subjects, testing mainly the general information of the candidate and in particular may cover almost any subject which the candidate presents. They are of a very academic nature, yet they undoubtedly test somewhat his general intelligence. Three hundred out of a thousand points are allotted to an oral examination, which pretends to judge on personality. Once in the Civil Service, the excellent practice is followed of transferring the recruit at least every two years so that he learns a different type of administrative work and gathers experience as he goes along. Later on, the period of transfer is longer, but still followed. Practically no effort is made to give special training in governmental subjects after entry into the service, although the central Government authorities are thinking very much along these lines.

Of the National Association of Local Government Officers, Mr. Stone is convinced that the organisation is grappling with the problem of training for governmental service by providing correspondence courses as well as definite instruction schools in governmental and administrative problems. The theory of

the Association is in contrast to the Civil Service practice. The Association prefers to recruit at a young age, say seventeen or eighteen, and concurrently with practical experience, subject the recruit to specialised study in various governmental problems, or occasionally give him leaves of absence to attend training schools. It definitely trains men to take the entrance examinations to the various professional associations of officials.

Universities Curricula

As to the universities, "they are pretending to provide training in public administration, but an analysis of the curricula and conversations with professors at these institutions indicates that practically nothing is given in administration, and that the subjects consist of political theory, economics, some public law, history, and other regular university subjects. Moreover, the approach to these subjects is theoretical rather than practical and the instruction is given by persons who usually have had no direct or intimate contact with governmental practice."

I talked with local government officers, with officials in the several ministries of the central Government, with Miss E. A. Sharp, of the Ministry of Health, who is the secretary to the committee on training and recruitment for local government; with representatives from the Municipal Corporations' Association, the County Councils' Association, the Urban Districts' Association, the National Association of Local Government Officers, and other groups of municipal officials. All recognise that the present methods of recruitment and training are unsatisfactory, but there seems to be little agreement concerning what should be done and who should do it."

Conflicting Standards

The writer recognises that different and somewhat conflicting forces are laying down standards for entrance into various services and assisting in the actual recruitment. Each of the technical associations of local officials, such as the Municipal Treasurers, Municipal Engineers, Cleansing Officials, and the like, require examinations for entrance into membership, such membership being calculated to qualify one for a position as one of these officials. These examinations and their administration are entirely in the hands of each particular association with the imposition of no outside standards or supervision.

Critical of the English educational system, Mr. Stone says: "Except from one or two officials who have visited the United States, I found no recognition that definite training of a practical nature can be given in public administration,

NOTES OF THE MONTH

(Continued from preceding page)

SUPERANNUATION

At a recent meeting of the County Councils' Association, consideration was given to a letter from the Surrey County Council drawing attention to the number of Statutes regulating the Superannuation rights of various classes of local government employees, and requesting the Association to consider the desirability of asking Parliament to pass a Consolidation Act. The Association passed a resolution expressing the opinion that it was most desirable that consolidation of the Superannuation Statutes should take place and they decided to ask the Local Government Consolidation Committee to deal with the matter.

We hope that this timely action of the County Councils' Association will focus official thought on the present unsatisfactory position of superannuation. N.A.L.G.O. has constantly pressed for the straightening out of this tangled condition of superannuation affairs, and we feel sure that the Minister of Health and the officials of his Department fully appreciate the existing glaring anomalies.

Quite apart from the injustice which the present position of superannuation inflicts upon a few officers, the administration of the numerous Statutes is creating difficulties, and something should be done in the near future.

This problem must have been uppermost in the mind of the Minister of Health, Sir E. Hilton Young, when, at the opening of the N.A.L.G.O. Summer School in July last, he said that he hoped local authorities would be relieved from further legislation for some time to come, but, he added, he did not mean it was necessary to postpone amending legislation with regard to superannuation of local government officers. There, said Sir Hilton, he would make an exception to the rule, and consider such a question in the light of the economic consideration of the immediate future and the time available for legislation.

(Continued from preceding column)

When they talk of teaching administration, it is in an academic way and does not get down to that stage of training to which we are now giving considerable attention in the United States. The subjects of organisation, personnel administration, budgeting, financial procedure, purchasing, and the administrative side of functional service, do not appear to them to be suitable to the instruction method. Either an official asks, 'Where will an instructor in these subjects be obtained?' or, 'We believe a person can learn more in actual experience than in such training.' There are enough exceptions to this prevalent attitude, however, to believe that something may be

(Continued on page 28)

"LIBELS AND LABELS"

CLEVER PRODUCTION BY MANCHESTER OFFICERS

By THE EXILE

FORMED in 1930 with the primary object of assisting the Benevolent and Orphan Fund, the Manchester Branch Revue Company has now produced its third effort, "Libels and Labels." Eight performances were given at the Lesser Free Trade Hall, Manchester, last month, and a substantial increase to the £125 already contributed by this talented company is expected.

"Libels and Labels" introduced some new faces in a company, orchestra, and staff numbering over sixty members. Many of the newcomers "made good," both as individuals and as members of the team.

Clever Direction

Stanley Harrower is to be congratulated upon the results of his work as producer of material almost wholly provided as to book and lyrics by W. Barker and A. F. Hutt, and music by J. M. Kellord, although Mr. Harrower himself introduced several of the very catchy numbers with which the show abounds. Praise has on previous occasions been accorded, worthily, to Harrower and Hutt, and once again they have not disappointed, but Barker and Kellord, as new hands in the direction of the Branch efforts, have blazed new trails which augur well for the future.

The essence of the revue is light and tuneful music, pretty girls, dancing, a good comedian, competent boy and girl lead, and a batch of snappy sketches. "Libels and Labels" has all these in plenty from an overture "Pot-pourri," played by an excellent orchestra under the direction of J. M. Kellord, to the finale No. 23 "Good-Night"—three hours' hard work on the part of all concerned.

There is nothing which is not original in the show—even the scenery.

The Cast's Work

On the show itself we make low obeisance to Dudley Kennedy, probably the hardest-working, most painstaking and successful comedian the amateur stage has yet produced. Full of resource, he has all the essentials of a star comedian. Miss Edith Green, the sourette, was "marked-out" for better work last year, and both in solo work and in partnership with Mr. Howard Bloor she entirely justified our hopes. Mr. Bloor is a virile light comedian,

effective alike in acting, singing and dancing, and we congratulate him on his success and the Manchester Branch in enlisting his services. A whole host of others deserve mention if space permitted. Briefly, those numbers which made the greatest appeal were "Dreamy Waltz" (Barker and Kellord), a costume number, which, in its beauty both to eye and ear, receives

where three "ladies" (the leader of the triumvirate is played by the comedian) dispense local scandal *ad lib*. The dancing girls, better than ever, add the finishing touches to a most enjoyable show.

So often is the painstaking work "back-stage" lost in the glamour of the footlights that opportunity is taken of paying tribute to the



A Scene from "Libels and Labels" by the Manchester Branch Revue Company

perhaps the greatest ovation. My preference amongst the sketches rests with "Hiking" (Hutt) and the accompanying song, "Fed up with Hiking" (Harrower), cleverly put over by Margaret Redford and Robert Eastwood. "Hiking" treats this popular exercise from a new angle—an utterly fagged and fed-up pair—and the contrast to the usual happy and hilarious portrayals is not only screamingly funny, but clever. Manchester itself came in for a modicum of burlesque in "Walking in the Rain," "Belle Vue," and "Dirty Linen," the last-mentioned set in a Corporation wash-house,

"great unseen," whose efforts gain no applause, but without whom no show can possibly succeed. Nor must we overlook the business side of the production, which was in the capable hands of Mr. N. Hurd (Chairman Socials Committee) and his colleagues.

The efforts made with such unfailing regularity by this happy band of enthusiasts deserve all that has been said, and more; and the news that after a short rest work will start on next year's production shows a determination for which all are to be highly commended.

TO JUNIOR ENTRANTS

Having commenced your duties in the Local Government Service another important duty is to select an Approved Society for National Health Insurance purposes which will provide the best sickness and treatment benefits. Your colleagues will tell you, from personal experience, that the best Society is the one which caters for Local Government Officers only. The benefits provided are SICKNESS, DISABLEMENT AND MATERNITY BENEFITS, DENTAL, OPTICAL HOSPITAL AND CONVALESCENT TREATMENT, SURGICAL APPLIANCES AND PENSIONS.

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**MAR.
18**

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18**

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**APRIL
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**APRIL
13**

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**APRIL
22**

s.s. EMPRESS OF AUSTRALIA. From Southampton. Visiting Vigo, Casablanca, Las Palmas, Madeira and Lisbon. 13 days Cruise. Minimum Rate: 24 Gns.

**MAY
6**

s.s. EMPRESS OF AUSTRALIA. From Southampton. Visiting Ceuta, Palma, Monaco, Barcelona and Gibraltar. 13 days Cruise. Minimum Rate: 24 Gns.

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ANNUAL GENERAL MEETINGS

ENCOURAGING ANNUAL REPORTS FROM DISTRICTS AND BRANCHES

FULL evidence of the virility of N.A.L.G.O.'s work in the districts is to be found from the reports of the proceedings of the annual meetings which have been held during December. Only a briefest mention of each district is possible owing to the limits which have been placed upon space in this issue, but the Editor takes this opportunity of expressing the hope that branch secretaries will continue, as in the past, to acquaint him of the activities of their organisation.

A very informative feature embodied in several of the annual reports of branches which have been received at headquarters is a membership table showing for each of the various departments the membership in the parent association and in the various activities (Insurance, Provident, Approved, B. & O., Building Society, etc.). In some cases comparative figures with previous years are given, notably in regard to membership of the parent association and the contributions to the B. & O. Fund. In several cases the membership of the branch over a period of years has been set out.

This graphic method of showing the position within the branch is worthy of adoption and would undoubtedly be appreciated by the members of branches that have not adopted this method of presenting information.

Record attendance and a warm welcome from the Lord Mayor of Cardiff, Alderman W. Sanders, J.P., were features of the annual meeting of the South Wales and Monmouthshire District Committee. In ten years, membership in South Wales has increased from 256 to 3,393, but there are, according to the report, still a minority who distribute their membership between two other organisations. This it is hoped to remedy as the work of N.A.L.G.O. becomes better known.

Gellygaer Branch has surpassed all previous records in the matter of membership.

The spirit of Barry's annual meeting indicated that local difficulties were being surmounted and that the Branch should again become one of the most active and representative in South Wales.

In the matter of membership, special efforts are being launched at Cardiff—Public Assistance Officers—Branch. At Dudley, while every satisfaction is felt at the rate of increase there are known to be a number of non-members whose interest it was hoped to arouse.

Monmouthshire county officers are satisfied with the negotiations which have been concluded with the County Council on the question of salaries. Reports submitted at the annual meeting on December 2 reveal a sound position. Here certainly is a branch which endeavours to give all classes of officers a representation on the governing body, for the newly elected president is Mr. G. H. Purvis, F.C.S., Organiser of the Agricultural Education and Principal Usk Agricultural College.

Mr. Charles Edwards, M.P. (Bedwellty), Chief Whip of the Labour Party, told the officers of the Gwent Branch that he thought the government and the country had gone "economy mad." He expressed keen approval of the work which N.A.L.G.O. was doing up and down the country.

Somerset County Branch can lay claim to no mean achievement, the membership during the year rising from 453 to 533, an increase of 80. Sub-branches are very active. Birmingham Branch's annual meeting received the announcement of the fact that an average of 12s. per member had been raised for the B. and O. Fund with satisfaction. A steadily increasing membership is confident of improving upon this figure.

Every junior member of the staff at the Lindsey County Offices has been enrolled. Mr. E. W. Scorer, Clerk of the County Council, continues in the office of president. Special reference was made at the annual meeting of the Nottingham Branch to the retirement of Mr. H. Barnett, treasurer. Mr. Barnett had held office from the inception of the branch 26 years ago, and has rendered very valuable services.

The Buckinghamshire County Officers' Branch welcomed Col. G. R. Crouch, M.C., Clerk to the County Council, to preside over a meeting which was addressed by Mr. L. Hill, the general secretary. The branch is developing on sound lines; a scheme of grants for the purpose of assisting members with their expenses in taking approved courses of instruction is an important step.

Another milestone has been passed at Banbury, the second annual meeting taking place with the chief officers prominent in the work. The visit of the Mayor to the first annual dinner was regarded with satisfaction.

A complete review of the activities of the parent association was laid before the East Suffolk Branch at the annual meeting at Ipswich. Mr. Cecil Oakes, Clerk of the County Council, was present and in an address emphasised the importance of maintaining the highest standards of work and efficiency, adding that an active interest in games was of the greatest value in helping to create a spirit of co-operation.

This same keenness exists at Oldbury, the annual meeting emphasising the fact that here N.A.L.G.O. is a live force. A comprehensive report and addresses by Mr. G. A. Stone, the chairman of the West Midland District Committee and the D.O.S. enthused the membership of the Smethwick Branch to fresh endeavour. The meeting was held under the presidency of Mr. S. Childs, Director of Education.

Largely as a result of the pioneer work of Mr. E. J. D. Lloyd, the retiring president, and of Mr. N. P. Lester, the Town Clerk, Weymouth officers possess an active branch of added strength to the parent association. Mr. Lester's work as hon. secretary of the branch received special reference.

In the North Eastern and Yorkshire Districts, sound work on the part of the organisation has materially assisted in consolidating the foundations of the branches. Airedale and Wharfedale, Selby, Tadcaster and Beverley Branches have embarked upon the New Year full of confidence.

The question of transferring the headquarters of the branch from Guisborough to the County Hall, Northallerton was discussed at the meeting of the North Riding County Officers' Branch. The Guisborough members are to be consulted at an early date.

The West Riding County Officers' Branch recruited over 100 officers of the West Riding County Council during the past year. Efforts had been made to form Area Committees in all the sixteen Public Assistance Areas, and these committees are now functioning in a number of districts. Considerable attention has been paid by the branch during the year to the question of salaries and service conditions, and appreciative comment was made on the sympathetic treatment accorded by the County Council to members of the staff absent on account of sickness. During the year the staff club has been enlarged and the extensions were formally opened by County Alderman Gabriel Price, M.P.

There has been a net increase of 46 members during the year at Huddersfield. National

economy has called for the serious attention of the Executive Committee, and the matter has been dealt with in a manner satisfactory to the members of the branch.

Mr. Charles Cooper, for over twenty-two years honorary secretary of the Sheffield Municipal Officers' Guild, has retired. His colleagues in the City Treasurer's office presented him with a token of their regard. Mr. Cooper, we believe, holds the record for uninterrupted service as a branch secretary and heartfelt congratulations are extended to him in his retirement.

Mr. F. Marsden, president, and Mr. Hill, general secretary, both attended the annual meeting of the Hull Branch, and their addresses on the work of the association were greatly appreciated. Along with most of the other branches, Hull reports an increased membership during the past year.

West Hartlepool Branch has devoted considerable attention to the question of salaries, temporary reductions being rightly regarded as excessive.

The president, Mr. F. Marsden, attended the annual meeting of the Halifax Branch, and gave a lengthy résumé of the work carried out by the Association during the past year. Prior to the meeting, the annual dinner was held, at which the Mayor, Councillor W. Crabtree, J.P., and Councillor A. Fishwick, J.P., chairman of the Sowerby Urban District Council, were present.

At the twentieth annual meeting of the Middlesbrough Branch, Mr. Stanley Moffett, Director of Education, was appointed president for the ensuing year. Mr. Moffett referred to the necessity of officers equipping themselves and rendering themselves efficient in order to meet the rapidly changing aspects of Local Government. He pointed out that Local Government should be able to command the services of the most highly qualified men, and that conditions should be made attractive accordingly.

Durham County Branch have an increase of 72 members during last year—the membership of the branch now standing at 502. Of that total 164 is contributed by the sub-branches, the principal being: Bishop Auckland 47, Lanchester 43, Crook 31, Whickham 22. An exhaustive and well-printed report was presented to the annual meeting by Mr. T. Darling, chairman, and Mr. J. W. Vince, honorary secretary.

Leeds Branch adopted the principle of admitting only ticket holders to their annual meeting this year. Discussions centred upon the salary question, and it was decided to make an approach to the Finance Committee to discuss further this very vital matter.

Gateshead Branch contributed the sum of £36 to charities in the district. The resignation of Mr. G. Robertson, the chairman of the branch, was received with regret. The branch is in an excellent financial condition.

Since the last annual meeting of the Wakefield Branch, Mr. G. O. Whitaker, City Accountant, has retired, and a well-merited tribute to his long and honourable connection with the branch since its inception was paid at this year's meeting.

There is no reluctance on the part of the Huddersfield members to support the work which the branch and the association are both doing. At the annual meeting it was reported that the membership stood at 369, approximately 97 per cent., and that for the third year in succession, a fully paid-up membership was recorded.

Rotherham approaches the 100 per cent. mark, the increase during the past year being 63 and the total membership 320.

ANNUAL GENERAL MEETINGS

(Continued)

STEADILY INCREASING MEMBERSHIP IN ALL DISTRICTS

The annual report of the **Sunderland Branch** is a model worthy of emulation. Consisting of fourteen pages of printed matter, it shows how actively the work of the Branch is interwoven with the social welfare of the town. A cheque for £45 has been forwarded to the Mayor's Fund for the provision of boots for necessitous school children.

* * *

It will be convenient to group the reference to branches in the **Metropolitan and Eastern Districts**. Annual meetings have again emphasised N.A.L.G.O.'s strength in London and the Home Counties. The chief officers at **Colchester** take an intelligent interest in the activities of the branch, the Town Clerk, the Borough Librarian and the Borough Accountant being office bearers. "The branch never was in so flourishing a condition as to-day," was the opinion freely expressed. **Southend-on-Sea** Branch were appreciative of the work of Mr. J. Smith, their branch secretary, and re-elected him for another period of office, besides presenting him with an *attache* case as a mark of esteem. **Finchley** Branch "came of age" during the past month and at the twenty-first annual general meeting arrangements were made for a fitting celebration. The event coinciding as it does with the Charter Celebrations of the Urban District, the branch have expressed the wish to make a presentation to the council. Other branches in the area of the district met round the festive board. **Walthamstow** Branch records with satisfaction the preservation of the status quo as regards the council's scheme for the consolidation of salaries and bonus. The scheme is long overdue, but the fact that it stands is a reason for gratitude. Branch membership stands at 213. Cordial co-operation of the various departmental representatives has placed the finances of the branch in a very satisfactory position.

* * *

Willesden elected Mr. F. Wilkinson, president, A. C. Tatham, honorary treasurer and Mr. E. E. Webb, honorary secretary of the branch. Accounts revealed a satisfactory position financially and membership continues on the upward grade.

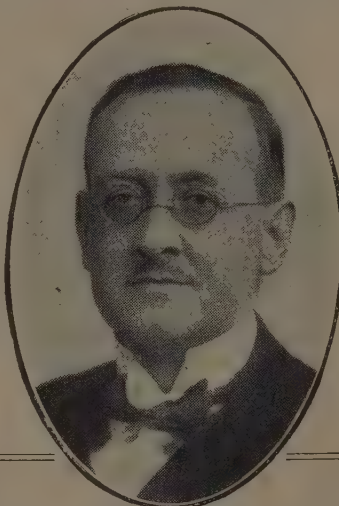
An interesting announcement reaches us from **Kingston**. The Branch, the **Kingston, Surbiton and District** Branch, reaches its "century" in membership. Progress in recent years has been most marked.

A meeting of the **Port of London Authority** Branch, thoroughly representative of all grades of the Upper Division staff welcomed Mr. S. Lord, chairman of the N.E.C., and voiced its appreciation of his address. Mr. P. Fox, Organising Secretary, emphasised the efforts which were being made by the National Execu-

tive Council in the interest of branch membership. This branch numbers 871 members.

Cambridgeshire County Branch have directed particular attention to the question of increasing membership. Notwithstanding a number of resignations, admissions to membership have enabled a good average to be maintained. The branch report 100 membership of the B. and O. Fund.

The enrolment of new members into the **Coalville** Branch more than compensates for the losses due to retirements from official positions. At the annual meeting of this branch both finances and B. and O. Fund were held to



MR. H. MALYON

Mr. Malyon, Steward at St. Mary's Hospital, Highgate Hill, was elected President of the London County Council Branch of the N.A.L.G.O. at the recent annual meeting, thus was excellent work among local government officers of all types fittingly acknowledged. In pre-fusion days Mr. Malyon was closely associated with the Poor Law Officers' Association.

be satisfactory. The branch takes its B. and O. work very seriously and a number of ideas are being developed with a view to augmenting the local collections.

Mr. C. J. Newman (who, in this issue, contributes an arresting article on education standards) again received the confidence of his colleagues on the **South-Western District** Committee over which he has presided during

the past twelve months. Delegates gleaned some very valuable information from the address of Mr. L. Hill, the General Secretary. Few of them cannot now answer "What does N.A.L.G.O. do?" Memory of the biennial reunion with the Committee arranged by the Reading Branch is marred by the sudden death some three days later of Mr. House, late honorary secretary of the Reading Branch, who was mainly responsible for the arrangements.

The **North-Western and North Wales** District Committee meeting in Liverpool, discussed the report of the Committee on Local Expenditure, especially the portion dealing with salaries and conditions of service of Local Government officers. The General Purpose Committee was instructed to pursue a vigilant watch over officers' interests. **Stretford** Branch heard Mr. W. P. Fox, the Organising Secretary from headquarters, with interest. The chief officers associated themselves with the branch in wishing "God speed" to Mr. J. Young, the late branch secretary who takes up an appointment with the Kent C.C.

Congratulations are extended to the **Liverpool** Branch whose membership stands at the highest ever recorded. Officers of this branch do not grow tired in the service, Mr. E. L. Riley and Mr. R. Roberts, the honorary secretary and treasurer respectively were re-elected for the tenth year in succession.

* * *

The past year has been one of great activity for the **West Bromwich** Branch, the annual meeting gleaning satisfaction from the continued good relationship with the corporation. It was reported that an improved salaries scale for officers of manageable age had received the consent of the appropriate Committee of the council.

Particular emphasis was laid on the special activities of N.A.L.G.O. at the annual meeting of the **Guisborough** Branch held recently under the presidency of Dr. A. S. Robinson of Redcar. Reports showed satisfactory increases in the membership and financial resources of the branch.

* * *

Of the smaller branches, **Blaby, Oadby** and **Wigston** report a progressive year and the interest of chief officials. Mr. J. J. Derry, Clerk to the **Blaby R.D.C.** was re-appointed honorary secretary and treasurer, while of the branches in their first year, **Bognor Regis**, in the matter of six months, have laid the nucleus of a thriving organisation. Thrift, B. and O., and a number of special activities have been wholeheartedly supported and the financial position of the branch is sound. To become a real, active power in the lives of local government officers in the area is the aim of the branch.



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FROM THE MINUTE BOOKS

(Continued)

Scottish Notes

Annual Meetings are for the most part through, and it is gratifying to be able to report that practically every Branch shows an increase in membership.

Satisfactory reports emanate from the Renfrewshire (Paisley and District) and the North of Scotland (Inverness) branches. Inverness meetings are always interesting, for the Branch covers a very wide area and officials attend from remote parts of the highlands. Here, as elsewhere, the demand for economy is clamant. The Sub-Collectors in Ross and Cromarty are being deprived of their office, the County Council as an economy measure having decided on a central collection. (The D.O.S., it may here be said, met with these officials in Dingwall on a subsequent date, when it was agreed to make representations to the County Council on the subject.) A report by Mr. Stanley Wilson, the Branch Secretary, and a few words about Conference by Mr. G. Smith Laing, the Town Clerk, who presided, were features of the proceedings. The county staffs at The Castle, who were unable to get away for the annual meeting in the afternoon, were addressed by the D.O.S. later in the day.

* * *

Ayrshire and Fifeshire Branches—the meeting of the latter was addressed by Mr. A. M. Imrie, of the N.E.C.—provoked much interest, and the new branch for The Borders started off well at St. Boswells with an attendance of 50, out of a membership of 78. From questions asked at Perth it appeared that there was a misunderstanding in the minds of certain officials regarding the attitude of the Branch towards sick pay. This misunderstanding has now been removed.

Edinburgh Branch recorded an increase of 45 in the membership. The Lanarkshire Branch's meeting was well attended and under the Chairmanship of Mr. Begg a long agenda was disposed of.

There was an attendance of close on 600 at the Glasgow meeting. Dr. Macgregor, from the chair, in a happy speech emphasised the benefit of membership of an Association like N.A.L.G.O. For the Association and the personnel who administered its affairs he had the greatest respect, and he admired the judicious manner in which they handled the difficult questions which they were called upon to deal with. The youthful element of the Greenock meeting was particularly lively. The Dundee Branch was visited by Lord Provost Buist and Councillor Kidd, while Mr. Fox, from London, was also present and gave a stimulating address. This year's annual meeting was certainly one of the best in the history of the Branch.

* * *

The meeting in Stirling was not too well attended, but the membership showed an

increase. The Chairman, Mr. Alexander Morrison, remarked "non-members were fools to themselves and no friends to their colleagues," a remark which the meeting heartily endorsed.

Strange Case at Cowdenbeath

In the November issue we called attention to a recommendation of the Staffing Committee of the Town Council that at the expiry of six months from the engagement of an apprentice the first assistant should retire and the second assistant should be promoted to the position of the first assistant, and the third assistant to the position of second assistant. The D.O.S. appeared before the Council and objected to this recommendation, whereupon the matter was referred back. Upon reconsideration the Council decided to maintain the status quo in the Department and to consider the staffing arrangements when a vacancy or vacancies arise.

FOR YOUR GRAMOPHONE

An important release in the recent issue of "His Master's Voice" records is Sir Edward Elgar's Violin Concerto played by the London Symphony Orchestra under his direction (DB1751-6). The soloist is the youthful Yehudi Menuhin, and the result of the collaboration of this wonder child of 15 years and England's premier composer is remarkable. The long-awaited records of the B.B.C. Symphony Orchestra, conducted by Dr. Adrian Boult, confirm the high reputation the orchestra created at their concerts this season. The performance of Beethoven's Eighth Symphony (one of the composer's own favourites) is on three red label records (H.M.V. DB1764-6).

The Berlin State Opera Orchestra contributes a new style potpourri—an arrangement in chronological order of familiar airs entitled "From Gluck to Wagner" (H.M.V. C2467). They range through the "Minuet" from Haydn's "Surprise Symphony" and Mendelssohn's "Wedding March" to "Rienzi."

Instrumental records are represented this month by Mischa Elman playing Schumann's best known and best loved tune "Traumerei" (H.M.V. DA1144), whilst Poldi Mildner gives a brilliant pianoforte interpretation of "The Blue Danube" embroidered with delicate arabesques (H.M.V. C2466).

TEN YEARS' WHITLEYISM

The annual report of the Lancashire and Cheshire Provincial Council for the professional, technical, administrative, and clerical services of local authorities 1931-2 contains useful information regarding the achievements of the Council during the year and the cumulative effect of its work since it was constituted on June 27, 1921. It has laid down basic principles affecting conditions of service and recently the Council collected information showing the extent to which those principles had been adopted by the local authorities in the two counties. In this connection the following particulars are of interest:—

SALARY SCALES:

	Total No. of Officers employed	No. of Officers subject to Scales	Percentage
County Councils ..	2,144	2,144	100 %
County Boroughs ..	15,132	13,675	90 %
Municipal Boroughs ..	1,642	1,216	74 %
U. D. Councils ..	1,205	628	52 %
R. D. Councils ..	182	34	19 %
	20,305	17,697	87 %

SUPERANNUATION ACT, 1922

	Total No. of Officers employed	No. in Superannuation Schemes	Percentage
County Councils ..	2,144	2,144	100 %
County Boroughs ..	15,132	13,890	92 %
Municipal Boroughs ..	1,642	672	41 %
U. D. Councils ..	1,205	698	58 %
R. D. Councils ..	182	117	64 %
	20,305	17,521	86 %

At the present time some 96 authorities in Lancashire and Cheshire have adopted superannuation schemes.

The Council at an early date will convene a conference of representatives of those local authorities who have not adopted the Local Government and Other Officers' Superannuation Act, 1922, so as to afford an opportunity for an exchange of views upon the subject.

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subscriptions, are also issued to meet the needs of smaller investors, at favourable rates of interest. From an investment point of view a more profitable security would be hard to find.

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NATIONAL EXECUTIVE COUNCIL

REFERENCES FROM THE ANNUAL CONFERENCE, 1932

THE following is a statement of the action so far taken by the National Executive Council in connection with the references from the Annual Conference held at Weston-super-Mare during Whitsuntide, 1932:—

REFERENCE

Rule 19—Honorary Officers

Mr. P. H. Cole (Plymouth Branch) requested the National Executive Council to consider the method of voting for the Honorary Officers of the Association and this the President promised would be done.

Decision of National Executive Council

Subsequent to this undertaking being given, the Conference passed the notice of motion given by the National Executive Council to amend Rule 19, in order to limit nominations for the Honorary Officers to the Council, and therefore the ballot paper formerly used will not be required in future.

REFERENCE

Rule 9—Scale of Subscriptions

Sir Arthur P. Johnson, on behalf of the National Executive Council, promised that the National Executive Council would consider the principle contained in the following motion, notice of which had been given by the South-Western District Committee:—

"That having regard to the extra expenditure incurred by branches covering large rural areas, the National Executive Council be asked to increase the percentage amount of subscription retainable by such branches from 35 per cent. to 40 per cent. and that Rule 9 be amended accordingly."

Decision of National Executive Council

At the July meeting of the Council, it was decided that this matter be left to district committees to consider and deal with so far as they are able and that any claims on national funds be made by district committees and dealt with in accordance with rule 17 (b).

REFERENCE

Holiday Camp

That in view of the success which has attended the Association's Holiday Camp at Croyde Bay, the National Executive Council be authorised to acquire

- (a) a holiday camp and/or Guest House, or
 - (b) a site and the erection of a holiday camp and/or Guest House thereon,
- which will be more easy of access for Scottish and Northern members.

Decision of National Executive Council

It has recently been decided to purchase approximately 94 acres of land at Cayton Bay, which is 3 miles from Scarborough. It is intended to erect a holiday camp to accommodate 250 persons and to open it on July 1, 1933.

REFERENCE

Superannuation Allowances and Contributions

That the National Executive Council be requested to take every possible step with a view to obtaining amendments to the Superannuation Acts that affect local government officers and servants so that superannuation allowances and superannuation contributions of local government officers be calculated on the gross salary and not on the salary as temporarily reduced on the ground of national economy.

Decision of National Executive Council

A Bill was introduced by Sir Henry Jackson to preserve the pension rights of local government officers whose salaries or wages were temporarily reduced on account of the national financial

situation, but the Bill was blocked by two members until the Summer Recess.

Endeavours were again made to introduce a Private Member's Bill during the new Session, but without success.

REFERENCE

Staff Superannuation Fund

That whereas it is most desirable that the staff of the N.A.L.G.O. Convalescent Home should be admitted to a superannuation fund, the Conference authorises the National Executive Council to confer with the Committee of Management of the N.A.L.G.O. Approved Society to

TO CONTRIBUTORS

Contributors and Branch Secretaries are reminded that the publication date for "Local Government Service" is the first day of the month. Items of branch news which are of general interest are always welcome, but to ensure publication must be received by the Editor not later than the 18th day of the preceding month. Letters should be addressed to:—

The Editor,
"Local Government Service,"
3-4 Clement's Inn,
Strand, W.C.2.

consider whether arrangements could be made for the Convalescent Home staff to become eligible for superannuation, and, if possible, to put such arrangements into force.

Decision of National Executive Council

At the July meeting of the Council, it was decided to include the offices of Matron, Porter, and Cook of the N.A.L.G.O. Approved Society's Convalescent Home to be included in the superannuation scheme for the staff of the Association; to regard July 1, 1932, as the "appointed day" for the designation of the posts of Porter and Cook, and August 1, 1932, as the "appointed day" for the designation of the post of Matron; and to agree to a recommendation of the N.A.L.G.O. Approved Society Committee of Management that the control of the holders of these offices should remain in the hands of that Committee.

CAMBRIDGE MISCELLANY

Cambridge University Press, London.

The Cambridge University Press have commenced to issue a series of small books called the "Cambridge Miscellany" and published at the usual price for "pocket" editions of 3s. 6d. net. The first six of the series include "Small Talk at Wreyland," by Cecil Tom; "Marlborough and Other Poems," by Charles Sorley; "A Small Boy in the Sixties," by George Sturt; "Two Saints," by G. G. Coulton; "The Influence of Christ in the Ancient World," by T. R. Glover, and "Small Years," by Frank Kendon. They are very tastefully bound, uniform in size and colour.



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BRANCH AND DISTRICT NEWS

Atherton Presentation

Atherton Branch presented Mr. A. Eckersley Hope, the resigning Clerk, with a silver cigarette case and ebony-backed hair brushes. An all-electric wireless set was presented to Mr. H. Turner who retires after forty-one years service with the Atherton Council. Mr. Whinnerah, Vice-Chairman of the North-Western District Committee, addressed the members on the activities of N.A.L.G.O.

Mr. A. J. Kedward, the new Clerk to the Council, was warmly welcomed.

Chester Presentation

Dr. D. Rennet, who recently retired from the post of Medical Officer of Health and School Medical Officer of the City of Chester after twenty-one years service, received among numerous other presentations a silver coffee set and tray, an English walnut chiming clock and an arm chair from past and present members of the city council, city officials, and members of the medical profession.

Dr. Rennet received also an antique walnut bureau and electric reading lamp from the staffs of the Public Health Department and Isolation Hospital.

Dr. Rennet was on the Executive Committee of the Local Branch and was an enthusiastic member of N.A.L.G.O.

Dagenham Reinstatements

In the November issue the action of the Dagenham U.D.C. in dismissing two permanent members and four temporary members of the staff received comment. It is understood that the Council have now reinstated one of the temporary members of the staff and have offered employment to one of the permanent members. Consideration is being given to the question of offering employment to another temporary officer who was dismissed.

Heywood Officers

Appreciation of the action of officers in voluntarily offering to accept reduced salaries was expressed by the Mayor of Heywood, Councillor Duckworth, at the Branch annual meeting. He went further, and said he thought Heywood officials were as efficient as any local authority could wish for. Mr. Whinnerah gave a comprehensive outline of N.A.L.G.O.'s activities and what N.A.L.G.O. actually stood for.

Islington Staff Functions

The Benevolent and Orphan Fund benefited to the extent of £20 as a result of a dance recently held among members of the Islington Branch.

At a similar function on December 14, the proceeds—nearly £40—were sent to the Mayor of Islington's Xmas Dinner Fund.

Leigh Appeal

The annual dinner of the Leigh (Lancs) Branch, held on December 15 last, proved the usual enjoyable function. Mr. J. B. Hudson

(electrical engineer), in proposing the toast of N.A.L.G.O., pleaded for every consideration to be given the unfortunate officers who were still in unsuperannuated posts. Mr. Haden Corsen (D.O.S.) asked that at least the Corporation should let N.A.L.G.O. place the case for superannuation before them. He felt sure they would be convinced of the mutual advantages to be gained by its adoption.

Assembly at Liverpool

In the early days of N.A.L.G.O.'s existence

their ranks. Mr. Slater, D.O.S., acknowledged the efforts of the Branch officials.

Mexborough Function

A 100 members and friends sat down to the annual dinner of the Mexborough Branch, and, when dancing commenced later in the evening, approximately 300 people were present.

The President, Mr. H. Thirlwall, Surveyor, Conisborough U.D.C., occupied the chair, and Mr. Tom Williams, M.P. for the Don Valley Division, proposed the toast of N.A.L.G.O.

Newcastle Presentation

At the annual meeting of the Newcastle-on-Tyne Branch, a presentation was made to Mr. J. H. Stone, recently retired. Mr. Stone has occupied many important positions in the Branch and in the district generally since the year 1908, and it is with feelings of genuine regret that he will no longer be associated with the work.

Newport Helps the B. & O.

The Newport Mon. Branch organised a grand carnival dance at the Corporation Baths Assembly Rooms on November 11, 1932, when nearly five hundred persons were present. As a result of this thoroughly successful function, a cheque for £26 will be sent to Headquarters towards the Benevolent and Orphan Fund.

The annual dinner of the Newport (Mon.) Branch was held at the King's Head Hotel, Newport, on November 30, 1932.

Norfolk Officer Honoured

A grandmother clock and a cheque, subscribed for by the members of the Norfolk Branch, was presented to Mr. E. F. Bacon, the retiring honorary secretary at the Branch's annual meeting. Mr. Bacon had held office for seven years and had been untiring in his devotion to the cause of N.A.L.G.O.

"From Strength to Strength"

The Lord Mayor, Councillor H. Seeley Whitby, J.P., the three party leaders, Sir Albert Ball, Alderman J. Bowles, and Alderman E. Huntsman, an old friend, Sir Arthur Johnson, Mr. Cecil G. Brown, Town Clerk of Cardiff and vice-president of the Association, supported the Nottingham City Branch at its annual dinner held recently. Mr. Brown saw N.A.L.G.O. going from strength to strength. One of N.A.L.G.O.'s functions was to smooth things out between the staff and the Council; they had never assumed an attitude of hostility to local authorities, nor, he believed, had local authorities to N.A.L.G.O.

Notts County Branch

Responding to words of encouragement from members of the Nottinghamshire County Council, Mr. K. Tweedale Meaby, Clerk, generously acknowledged the work of the Council and incidentally the officers in undertaking the added duties which recent years' legislation had brought upon them. Evidence



This picture by Mr. H. Y. Waters secured the First Award in the General Class

PHOTOGRAPHIC COMPETITION

The judges of the Royal Photographic Society of Great Britain have made the following awards in the Amateur Photographic Competition held in aid of the Benevolent and Orphan Fund:—

Class.	Award.	Competitor.	Branch.
Pictorial	1st	H. Montague Storey	Hackney.
	2nd	R. P. Haselhurst	East Riding C.C.
	3rd	Margaret Slater	Todmorden.
General	1st	H. Y. Waters	Gravesend.
	2nd	H. Montague Storey	Hackney
	3rd	D. F. Oldham	Leicester.
Portrait and Group	1st	"Rosemary," by L. H. Field	Sunderland.
	2nd	Portrait, H. Montague Storey	Hackney.
	3rd	Group, G. E. Clayton	West Riding C.C.

tremendous difficulties were experienced in arousing local government officers to the need for organisation. Yet, Mr. J. Darricotte, speaking at the annual dinner of the North-Western and North Wales District Committee recently, said the N.A.L.G.O. had achieved what no other Trade Union had. Its activities were incomparable with any similar organisation. Mr. F. Marsden appealed to those present to support the principles of Whitleyism. They had notable examples of what could be gained by Whitley Councils in Lancashire and Cheshire.

Luton "Waking-Up"

"Hitherto we have simply existed; we have sat and waited to see what was going to turn-up," declared Mr. A. J. Blomfield, proposing N.A.L.G.O. at the recent annual dinner of the Luton Branch. This, Mr. Blomfield went on to say, was of little use; they had got to go all out, support the Association for all they were worth and bring every member of the staff into

BRANCH AND DISTRICT NEWS

from the annual meeting was that there had been a substantial increase in membership.

President's Visit to Northallerton

An impetus was given to the Northallerton Sub-Branch when the president, Mr. F. Marsden, paid a visit there on December 12. He addressed a well-attended open meeting in the Grand Committee Room and gave an excellent outline of the growth and activities of the Association. The Northallerton Sub-Branch was inaugurated two years ago with a membership of six. Prior to the meeting, the membership had increased to forty-seven and after hearing the president many more, realising the tremendous advantages and facilities of the Association, entered upon membership.

Presentation at Oxford

Mr. E. T. Hawley was appointed honorary secretary of the Oxford County Branch in succession to Mr. A. G. Smith, who had held office since the foundation of the Branch in 1918.

Tribute was paid to Mr. Smith for the valuable services he has rendered during this long and difficult period, and a silver cigarette box, suitably inscribed, has since been presented to him as a token of appreciation and regard.

Rochdale Members Dine

Mr. F. Marsden added Rochdale to his round of visits and a warm welcome awaited the president. Also present were the majority of the chairmen of committees of the Town Council. Alderman Bryning told the company that he thought N.A.L.G.O. had added dignity to the positions of its members and had made it easier for Councils to adjust the difficulties which beset them. Much as they had done in the past, the president prophesied greater achievements in the near future.

Scarborough's Novel Idea

Women members of the Scarborough Branch, anxious to help the Benevolent and Orphan Fund, yet imbued with the spirit of economy, held an "Economy Whist Drive" at which "Domestic Economy Prizes" were distributed. Everyone entered into the spirit of the occasion. The Borough engineer's wife won a bucket and mop, and the chief collector of rates a bath rack! The array of prizes included such items as a tray, kettle, frying pan, hammer, clothes brush and rolling pin, all adorned with bows. It was very encouraging for a first effort to be able to hand over a clear £20 to the Benevolent and Orphan Fund.

Stoke and Superannuation

The recent annual dinner and dance of the Stoke Branch was the largest and most successful event in the history of the Branch. During the evening the Lord Mayor referred to Superannuation, and said he was sorry the City had not put the 1922 Act into force. He hoped that in the near future economic conditions would improve: then would be the time to bring forward such a scheme.

Sutton and Cheam Branch

An entertaining evening was spent by the members of the Sutton and Cheam Branch at their annual dinner held at Masoon Hall, Sutton, recently. N.A.L.G.O. was proposed by Mr. H. Slater, the Divisional Organising Secretary, Mr. C. W. Newberry, the honorary secretary of the Branch, replying. At the conclusion of the dinner, a musical programme and cabaret helped to make the function a most successful and happy affair.

West Sussex County Branch

The ninth annual staff dinner of the West Sussex County Branch was held at the Assembly Rooms, Chichester, on December 16, 1932, guests including the Rev. E. D. L. Harvey, O.B.E. (Vice-Chairman of the County Council), Major H. Shiner, D.S.O. (Chairman of the Education Committee), M. A. C. Harris, J.P. (Chairman of the Roads and Bridges Committee), and His Worship the Mayor of Chichester (Alderman G. T. Apps, J.P.). The Rev. Harvey expressed the County Council's appreciation of the action of the staff's voluntary offer for a temporary deduction in salaries, assuring them of every consideration when the appropriate time for reviewing the position came along.

At the annual meeting, the Branch expressed its appreciation and thanks to Mr. H. Mills and Mr. W. J. Hunt, the retiring honorary secretary and honorary treasurer respectively, for their services to the Branch.

YOUR 1933 DIARY

A full range of diaries—from the small size "Waistcoat Pocket" series to the large Folio Diaries with a whole page to each day for commercial and office use and at prices varying from ninepence to thirty shillings—await your selection from the house of Messrs. T. J. and J. Smith, Ltd., the well-known manufacturers of the Datada Diaries.

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140 Gifts for N.A.L.G.O.

BELOW we give a list of members and others who purchased *Help Yourself Annuals* through N.A.L.G.O., and who have been presented with gifts. The 140 gifts secured include two cars, one of which goes to Mr. F. BARNES, of Accrington, and the other to Mr. J. L. CLEMENTS.

Name	Branch	Gift No.	Name	Branch	Gift No.
ANDREWS, MR. ...	York ...	1010	JONES, E. W. ...	Birmingham ...	329
ACKROYD, Miss N. ...	Holborn ...	1110	JONES, T. R. ...	Aberdare ...	679
ARMSTON, J. ...	Rotherham ...	2086	JOHN, A. ...	Cardiff ...	815
ALLEN, A. ...	St. Helens ...	2153	JONES, T. ...	Rhondda ...	898
BARNES, F. ...	Accrington ...	5	JONES, G. R. ...	Monmouth C.C. ...	1531
BROADBRIDGE, MRS. ...	Salford ...	173	JONES, EMLYN ...	Aberdare ...	1571
BEYNON, H. ...	Swansea ...	449	JONES, JOHN ...	Port Talbot ...	1589
BOYDELL, J. ...	Nottingham ...	502	JONES, M. ...	Aberdare ...	2145
BENNETT, Miss R. ...	West Riding ...	562	JAMES, F. L. ...	Mid Cheshire ...	2293
BADGER, A. C. ...	Tynemouth ...	636	JONES, E. E. ...	Cardmarthen ...	2361
BUDDS, A. ...	Norwich ...	711	JONES, B. W. ...	Aberdare ...	2404
BURLING, S. ...	Walsall ...	757	KELLY, W. R. ...	Leicester ...	678
BRADLEY, E. ...	Wellingborough ...	849	KETTERINGHAM, Miss, E. R.,	Isle of Ely ...	264
BULBECK, A. E. ...	Portsmouth ...	906	KEILL, G. ...	East Riding ...	1194
BORHAM, Miss D. ...	Leicester ...	932	LARMAN, C. E. ...	Peterborough ...	1796
BURTON, J. R. ...	Ashford ...	1031	LEE, B. ...	Tonbridge ...	186
BURRAGE, Miss G. ...	Kent C.C. ...	1083	LIVETT, Miss D. ...	Bristol ...	392
BECK, R. ...	Shropshire ...	1734	LEVERS, S. A. ...	Colville ...	887
BISHOP, H. ...	Woolwich ...	2080	LEMON, A. E. ...	Essex C.C. ...	1700
BROWN, P. ...	Maidstone ...	2225	LATTER, A. ...	West Sussex ...	1877
BOWEN, Miss G. ...	Birkenhead ...	2329	MOORE, Miss E. M. ...	Walsall ...	98
CLEMENTS, J. L. ...	Kent C.C. ...	2	MORRISON, Mrs. M. ...	Woolwich ...	352
CHILD, H. R. ...	St. Pancras ...	53	MITCHELL, T. ...	Bradford ...	1104
COSTAIN, Miss ...	Bootle ...	373	MARSHALL, Miss C. ...	Norwich ...	1143
CASEY, W. ...	Leeds ...	536	MOORHOUSE, R. H. ...	West Riding ...	1218
CRICHTON, H. A. ...	West Kent ...	811	MARTIN, L. P. ...	Salford ...	1573
CAUSELEY, S. ...	Cheshire C.C. ...	959	NICHOLSON, Miss M. D. ...	Rotherham ...	446
COOPE, SAM W. ...	Leeds ...	1714	NEWSHOLME, C. ...	Bradford ...	1966
CAMPBELL, Miss P. ...	Scottish Eastern Border Counties	2046	PUGH, NURSE ...	Port Talbot ...	92
CARLESS, W. H. ...	Shrewsbury ...	2082	PRESTON, Miss ...	Huddersfield ...	1893
COPPARD, G. ...	Brighton ...	2148	POTTS, H. ...	West Riding ...	2042
CHAPMAN, Miss C. ...	Cambridge C.C. ...	2385	PARKER, P. ...	Sheffield ...	2486
CARPENTER, Mr. ...	Loughborough ...	2563	RYDER, Miss ALICE ...	Leeds ...	71
DEARSON, H. ...	Canterbury ...	17	ROBINS, D. W. ...	Edinburgh ...	163
DINGLE, S. ...	Bethnal Green ...	367	ROBINSON, P. ...	Lincoln ...	634
DOVE, Miss N. ...	Lindsey C.C. ...	537	RICHARDSON, Mrs., M. J. ...	Acton ...	1038
DIBDEN, F. G. ...	Eastbourne ...	1122	ROSS, F. ...	Edinburgh ...	2233
DUCKWELL, Mrs. ...	Greenwich ...	1812	RICHARDS, E. ...	Cardiff ...	2365
ENGLISH, H. ...	Leeds ...	1111	SIBBECK, S. G. ...	Isle of Wight ...	22
EMBLETON, H. ...	Oldham ...	1344	STREET, J. L. ...	Oxford ...	213
EVANS, H. ...	Aberdare ...	1420	SIMPSON, GEO. H. ...	Heston ...	435
FARRELL, F. H. ...	Bournemouth ...	1455	SHENNAN, Miss M. M. ...	Wirral ...	454
FOSS, E. E. ...	Southend-on-Sea ...	2172	SCOTT, A. L. ...	L.C.C. ...	625
FITZHUGH, F. T. ...	Worcester C.C. ...	2245	SHARKEY, Miss B. ...	Sheffield ...	762
GAMMON, J. T. ...	Exeter ...	207	SECKER, H. ...	Accrington ...	865
GEORGE, WM. ...	Aberdare ...	346	SHEPARD, Miss E. ...	Middlesex C.C. ...	924
GEORGE, Miss I. ...	Surrey C.C. ...	460	STRUGNELL, W. ...	Portsmouth ...	1201
GREET, L. R. ...	Gelligaer ...	780	SHAPLAND, S. R. ...	Devon C.C. ...	1453
GRAY, A. ...	Gloucester C.C. ...	979	SANDERS, C. E. ...	Gelligaer ...	1554
GIBBONS, D. ...	Newcastle-on-Tyne ...	1515	SAVAGE, C. A. ...	Oxford C.C. ...	1775
GREEN, J. ...	Nottingham ...	1792	STEELEY, E. ...	Nuneaton ...	1826
GILLINGHAM, E. ...	Woking ...	1934	SANGER, P. J. ...	Willesden ...	1905
GILDEA, G. A. F. ...	Winsford ...	2239	SHAW, F. ...	Lindsey C.C. ...	2428
GREEN, J. A. ...	Lindsey C.C. ...	2344	SHARPLES, J. A. ...	Blackpool ...	2522
GREY, Mrs. E. ...	Rochford ...	2435	TRIMBLE, D. ...	Hove ...	235
HATCH, Miss ...	Southport ...	93	TAYLOR, W. H. ...	Middlesbrough ...	287
HOLBOURN, E. D. ...	Caterham and Warlingham ...	154	THORPE, T. ...	Altrincham ...	1578
HARRISON, A. C. ...	Battersea ...	188	THOMAS, W. S. ...	Harrogate ...	2061
HYLAND, F. ...	Rotherham ...	715	TUNSTALL, W. ...	Sunderland ...	2226
HART, Mrs. M. ...	Aberdare ...	773	TONKIN, E. H. ...	Sheffield ...	2538
HOLROYD, J. W. ...	Rotherham ...	873	WISE, Miss H. L. ...	Finchley ...	30
HOTCHKISS, H. ...	Barrow-in-Furness ...	1463	WALTON, Miss M. ...	Blackpool ...	326
HOPE, J. W. ...	Altrincham ...	1742	WALKER, C. H. ...	Bolton ...	613
HAYTER, G. W. B. ...	Portsmouth ...	2044	WHITLEY, T. ...	Skipton ...	697
HUGHES, J. E. ...	Isle of Angelsey ...	2320	WHITTAKER, W. ...	Bradford ...	1068
HAMMOND, D. ...	Bingley ...	2335	WALSBY, B. F. ...	Sutton and Cheam ...	1152
HUTT, Miss M. ...	Epping Forest ...	2427	WISHER, S. R. ...	Cambridge C.C. ...	1922
HARVEY, T. ...	Ashton-under-Lyne ...	2505	WREN, T. B. ...	Walthamstow ...	1973
IRVIN, J. E. ...	West Hartlepool ...	99	WOOD, R. D. ...	Stockton-on-Tees ...	2265
			WESTLEY, T. W. ...	Sheffield ...	2446
			YODAN, Miss F. ...	Skegness ...	1659

BRIDGE FORUM

THE CLAIMS OF CONTRACT

By NEVILLE HOBSON

NEXT month I propose to deal with the detailed principles of Bidding at Contract, and this is the last occasion which will lend itself to generalisation. Let me, therefore, emphasise, and to some degree reiterate, the claims of Contract to the great army of Auction Bridge players who have for many years enjoyed this attractive game.

Contract has come to stay

This must be my slogan on the threshold of 1933, and I would urge all keen Auction players to enter upon the new form of Bridge and give it a thorough trial. It is, admittedly, more involved, but its wider scope opens the door to interesting problems which do not arise in Auction, and even a perusal of the recently issued Laws (which certainly appear somewhat intricate) should not deter Bridge players from making the plunge.

After all, if Contract is taken up among a personal group of Auction players, they will start with the same limitations and disadvantages, and these apply in the early stages of most games, though the mind quickly adapts itself to a new set of circumstances.

In London particularly Contract has swept the board in numerous clubs, and its adherents are growing rapidly every

month, and I will endeavour in the next few issues to summarise the main principles and submit hints which I hope will be of real assistance to my readers.

Text-books:

I touched upon this question three months ago, but there has been so much progress recently that the most helpful suggestion I can make at the moment is to recommend the purchase of some small textbook on Contract which will record the main Laws and procedure in an easy and non-technical way.

I am naturally hesitant to express an opinion upon the relative merits of different books, as, firstly, I have only direct knowledge of five or six of them; secondly, the best and most authoritative works are somewhat large and relatively costly; thirdly, there are the two main schools of writers—American and British.

However, I will record the kind of advice I should give to any of my own friends who were to ask me what books of an inexpensive nature I would recommend. I should soon mention "Contract Bridge in Twenty Minutes," by Harold Thorne (Eyre & Spottiswoode, rs.), and the supplemental work by the same author at the same price, entitled, "Advanced Contract."

I would then suggest his spending another 2s. and purchasing Frank England's "Essence of Contract Bidding" (Bodley Head, rs.), and Manning Foster's "Baby Contract Book" (John Wadding-

ton, rs.); and supplementing these with a paper copy of the new Laws of Bridge—though Manning Foster's "Baby Contract Book" contains a valuable summary of the latest laws. "Contract Bridge Simply Told," by H. J. Wheldon (Castell Bros., Ltd., rs.) is also very helpful.

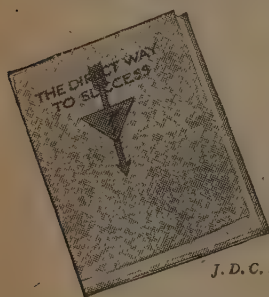
Ely Culbertson's Books:

Now I must be fair to this great American authority, whose "Blue Book on Contract Bridge" (Faber & Faber, rs.) is doubtless one of the best works which has yet been published, though his "Contract Bridge at a Glance" is an admirable summary and costs 3s. 6d.

Mr. Manning Foster has also an excellent book entitled "Contract Bridge for All," at 3s. 6d., though I do not think a new edition has been published since the advent of the new laws. Both Mr. Manning Foster and Mr. Frank England are among the best of the English writers and their respective articles in the *Sunday Observer* and the *Evening Standard* well merit perusal.

Bridge Magazine:

This is published on the first of each month at an annual subscription of 12s., post paid, and copies can be obtained from the Editor, Bridge Magazine, Charing Cross House, Charing Cross Road, W.C.2, and my recommendations must conclude with a reference to this excellent magazine, which is of great benefit to the player who really wishes to get the most out of this fascinating game.



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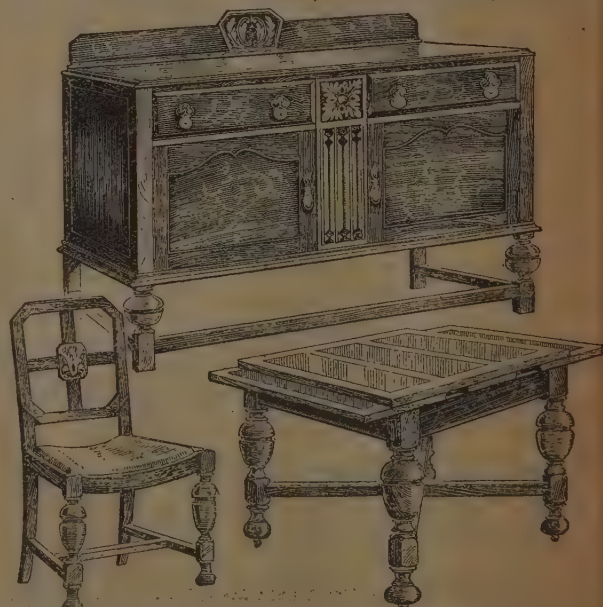
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HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Plants and Rock Gardens,"
"Hardy Perennials and Herbaceous Borders," "Garden Trees and Shrubs," etc.

AS a good deal of fruit will be planted between now and the middle of next March I had better give a warning against planting certain varieties of Apples in small gardens without consideration for the stock they are on (by "stock" I mean the particular kind of foster-parent on which they are grafted). So much praise is given, and rightly given, to Bramley's Seedling and Newton Wonder Apples as late keepers for cooking that many people plant them without realising that their extreme vigour, particularly in the case of Bramley's, makes them dangerous. Over and over again I have seen them spread-eagling all over a low fence or wall without a vestige of fruit year after year. In this form they are altogether unsuitable in the small garden. Yet the amateur with limited space can still have the varieties, and moreover have them taking up no more than a reasonable amount of space and bearing while still young. The secret is to order them on a dwarfing stock, and one of the best of such stocks is the Jaune de Metz, which is well known to dealers of any standing. With Emneth Early (Victoria), Lord Derby, Warner's King, and Lane's Prince Albert, they make up a grand half-dozen of cooking Apples capable of providing a long succession of fruit and well adapted to small gardens. A good quartette for dessert, the names in approximate order of ripening, are Worcester Pearmain, James Grieve, Cox's Orange Pippin, and Sturmer Pippin.

* * *

Pears are also obtainable on dwarfine stocks, the kind in this case being the Angers Quince, and trees on this stock are admirable for growing as cordons, espaliers, or pyramids, suitable for quite small gardens. A half-dozen Pears might consist, for those who have facilities for winter storage, of Jargonelle, Beurré Hardy, Conference, Doyenné du Comice, Winter Nelis, and Easter Beurré, which are in approximate order of maturity. But if winter Pears are not wanted, drop out the last pair and substitute Williams's Bon Chrétien (the ever-popular "William") and Emile d'Heyst. With Plums, obtaining stocks to ensure compact habit and early fruitfulness hardly "fills the bill," and on the whole it is wiser to aim at the desired result by avoiding rich soil, and root pruning if the trees still tend to get rampant. As to the soil, incorporate no yard manure at all if the ground is reasonably fertile, but rather feed through the medium of lime, preferably in the form of mortar rubbish, but anyway lime. And as to root-pruning, if the summer shoots the year after planting are a

yard long, lift the young trees in autumn, shorten some of the strongest roots and replant. In these days of trouble from silver-leaf one hesitates to recommend Victoria as the ideal all-rounder, for it is prone to the disease. The Pershore "Yellow Egg" might be chosen, or even a fine old Plum called Belgian Purple, for it is a good cooker and also suitable for dessert.

* * *

People are sometimes puzzled when they read apparently conflicting advice by experts about the time for planting shrubs. The present is a suitable time to plant deciduous (leaf-losing) kinds, but not for evergreens. Given open and moist but not sodden soil, deciduous shrubs can be planted successfully any time in autumn, winter and early spring. Not so ever-

greens, for it is dangerous to plant now before April. Any time, given suitable weather conditions, between mid-April and mid-May, suits in most districts. The exact best time turns naturally on the district and the weather. Do I mean that evergreens, young Rhododendrons, for example, the flower-buds of which are plump and apparently ready to burst, may be planted as late as May? I do. So the question of time for planting is pretty simple after all.

* * *

There is really more in the matter of time for pruning than in that of planting, and I can understand a little bewilderment when quite different pruning is wanted for different members of one particular genus. Let us see how we can get over this difficulty. Here is one way. Take bedding Roses on the one hand and pillar Roses on the other. Do we treat them the same? We do not. The bedding Roses we cut back in spring to get new flowering wood, varying the pruning only in detail, not in principle. But the pillar Roses we do not cut back in spring to get new wood; we rely on the canes that grew the previous year. Now let us apply these rules to a border shrub like the Spiraea. The two beautiful spring-flowering Spiraeas, arguta and Thunbergii, with several other species, flower in spring on shoots of the previous year, whereas the equally beautiful species, Douglasii and some others, bloom in early summer on quite new shoots. Obviously arguta and Thunbergii are of the pillar Rose type and Douglasii is of the bedding Rose type. In other words, we must prune out old wood of the former pair after flowering and keep a selection of new shoots for the following year's bloom; whereas we shall prune Douglasii hard in spring for new wood. I hope this parallel of the two types of Rose will assist my readers in what I know is a puzzling question.

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THROUGH AMERICAN EYES

(Continued from page 16)

done about it ultimately. It may be a long time, for even the London School of Economics still attacks the question of instruction in public administration from the point of view of political theory and constitutional law. Needless to say, we have many counterparts of this in American Universities." On the constructive side, there is a strong belief that post-entry training has real merit, and the writer believes England will see a considerable development of such training in the near future.

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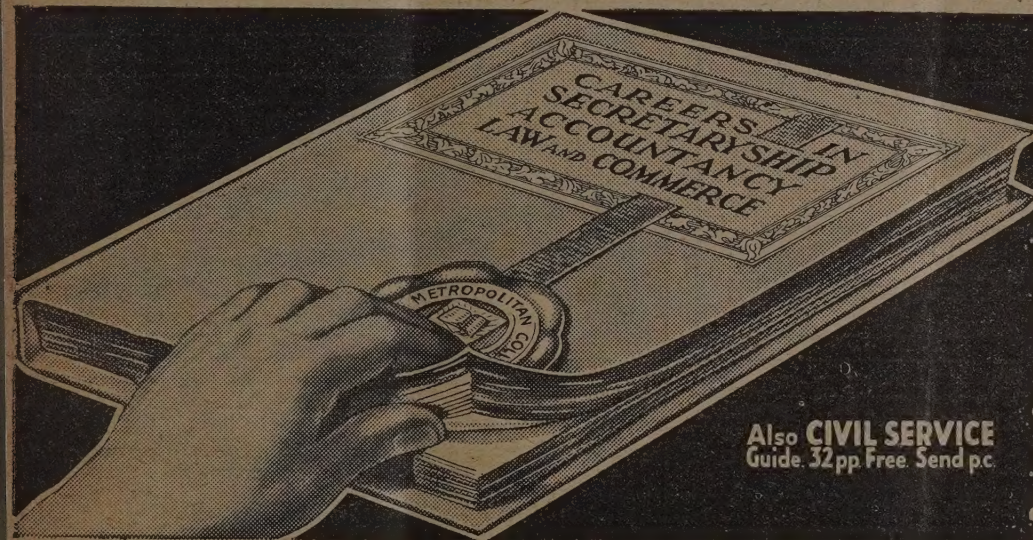
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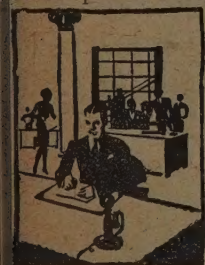


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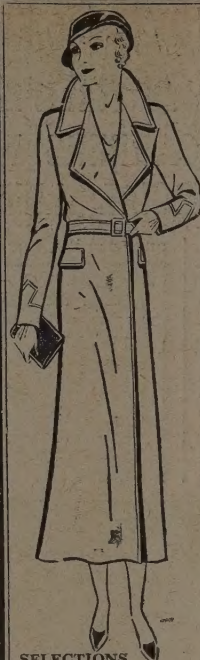
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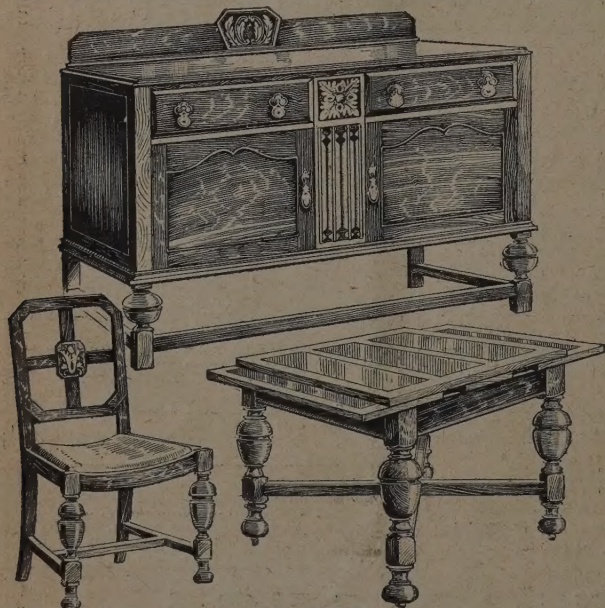
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